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"Industry exists for the sake of humanity, not humanity for the sake of industry," said W. L. Mackenzie King in 1919. Putting these sentiments into practice is the point of industrial democracy—giving the worker a share in the decision making, the pride, the profits and losses of his employer, and the responsibility for his work and his place of work. See: "Partnership with Management: Absurdity or Necessity?" by K. R. Robinson, p. 299.

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# News briefs

■ **Labour Minister Bryce Mackasey introduced new legislation for a revamped Unemployment Insurance plan in the House of Commons on March 10. The Bill represents the first major overhaul of the Act since its inception 30 years ago** (LG 1940, p. 791). The major innovation is the flexibility of the benefit period. For example, an individual with as few as eight contribution weeks to his credit can be eligible for as many as 44 or as few as 18 weeks of benefit.

The Minister pointed out that the Bill incorporates all the major proposals contained in the White Paper published in June 1970 (LG, Sept. 1970, p. 627), and that all the suggestions of the House Committee on Labour, Manpower and Immigration have been accepted by the Government.

The main recommendations of the Committee resulted in the Government's agreeing to the merit-rating of employers' contributions industry by industry. (The alternative proposal was that each industry be rated against all of industry across the country, and that a minimum benefit of $20 weekly be established.) Claimants with dependants earning $50 or less a week will receive 75 per cent of their income throughout the benefit period. The Minister confirmed that the sickness feature will be compatible with existing wage-loss plans. He indicated that employers having plans as good as or better than those proposed in the White Paper will receive a refund of the sickness portion of the premium.

The proposals call for the plan to be financed l
ployer-employee premiums, and for the federa
ernment to step in and assume a major share of t
when unemployment reaches a level of 4 per ce
Government will contribute also when regional
ployment exceeds the 4 per cent figure and rea
level 1 per cent higher than the national averag
duration of benefit payments will extend along w
difference between the national and regional rat

The most important feature of the new Unemplo
Insurance plan, Mr. Mackasey said, is the develo
of the Claimant Assistance Program. Claimants
required to attend a series of at least two int
designed to help them become re-absorbed i
labour force more swiftly than at present. Bec
the massive administrative changes required in
ployment Insurance Commission offices through
country, the new rates of payment and contributi
be phased into operation in several stages betw
June 1971 and January 1972.

Mr. Mackasey noted that, with the introduction
new plan, premium rates paid by employees
lowered by 1 January 1972. In addition, a large n
of employers will find their premium rates reduce
Minister stressed also the fact that extensive consu
with the provinces, particularly Québec, have r
in significant improvements in the plan.

■ **Bernard Shane, 80-year-old Vice-President a
nadian Director of the International Ladies' G
Workers' Union has retired.** Mr. Shane came to C
in 1929 as an ILGWU organizer and had been
quartered in Montreal since 1934 (LG, Feb.,
Mr. Shane's successor is Si Bresner, former a
general manager of the ILGWU in Canada. T
year-old Mr. Bresner has plans to unionize mor
15,000 unorganized garment workers in Québe
he wants better import control laws and mor
created for the industry.

■ **The fifth congress of the International Ergo
Association is being held 4-8 June 1973 in Amst**
The last congress was held in Strasbourg, Fra
July 1970. More information is available from th
gress Secretariat, Organisatie Bureau Amsterda
Postbus 7205, Amsterdam, The Netherlands.

**trol by international unions of their Canadian ranges from minimal to strong, says the seventh eport (1968) on labour unions under the Corpo- nd Labour Unions Returns Act. But between extremes, there "is a broad continuum of degrees of local autonomy."** Autonomy is grea- such organizations as the Steelworkers, Auto , Packinghouse Workers, Woodworkers, Com- ons Workers, Longshoremen and Warehouse- l the Electrical, Radio and Machine Workers."

ome of these unions, notably the International rkers of America and the Canadian Food and orkers (Packinghouse Workers), the size of the n membership has been sufficiently large, rela- e total membership, to give them a significant he formulation of policy for the international a whole. Canadian percentages are: 45 per he Woodworkers and 29 per cent for the Pack- Workers.

embership of reporting organizations was , an increase of 4.4 per cent over 1967. Of this 53,290 or 63 per cent were in 94 international 75,007 or 26.8 per cent were in 54 national nd unions in federal or provincial government ad 218,135 members or 10.2 per cent of total mbership. During the 1967-68 period, women's atives in the organizations covered by the act 1,362 to 438,543 or 20.4 per cent of all union in Canada. And the 2,146,432 union members ed about 33 per cent of all wage and salary major industry groups in 1968.

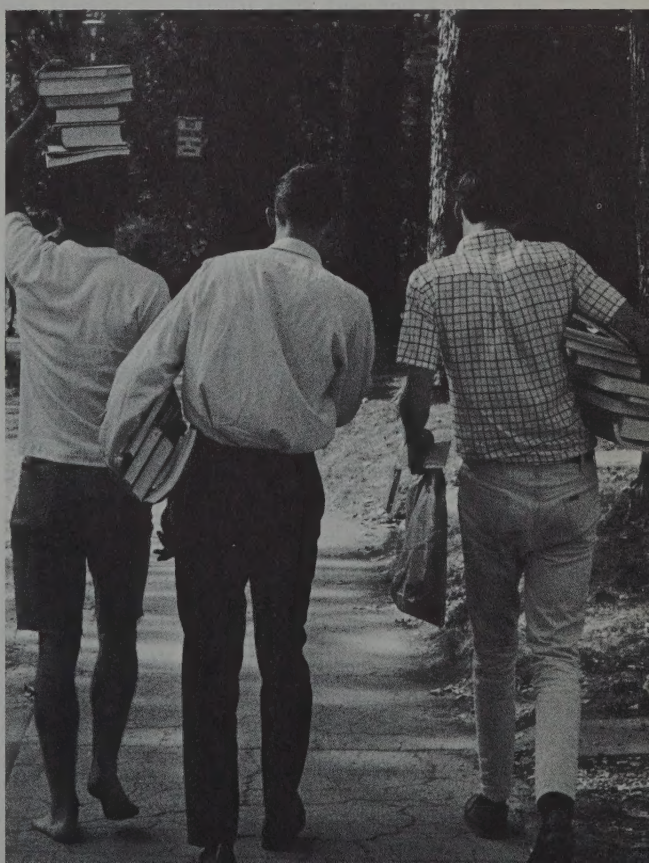
ets for all reporting organizations amounted 95,000, distributed as follows: $85,165,000 in or internationals; $15,319,000 for national d $6,154,000 for government employees' orga- ns

es and assessments levied by international in Canada amounted to $41,792,000, an increase 000 over 1967. And total expenditures required eported amounted to $29,544,000 in Canada. ome from dues and assessments reported by ups was: national unions, $20,010,000 and nt employees' organizations, $6,397,000. Total es required to be reported were: national $,509,000; and government employees' orga- s $2,706,000. Reported expenditures include to officers and employees in Canada, strike id to members and locals in Canada, and nd welfare benefits paid by the union to es in Canada.

■ **Federal Government departments and agencies hired 23,466 students during the summer of 1970, more than double the number hired the previous year, reports the Department of Manpower and Immigration.**

A survey by the Department shows that the 23,466 students hired—an increase of 106 per cent over 1969—earned a total of $22,018,000. Average monthly salaries increased to $403 in 1970 from $379 in 1969, although average total earnings fell slightly to $938 from $979 as a result of a small reduction in the average working period. About 76 per cent of the students hired were either returning to or enrolling in post-secondary education.

In addition to those employed by federal departments and agencies, an additional 13,800 students found opportunities in special educational and travel programs supported by federal funds. These included increased militia and cadet training, an extension of student travel and language training programs organized by the Department of the Secretary of State, establishment of drop-in centres in major cities, employment of students as supervisors in YMCA day camps, and educational projects operated by the Canadian Red Cross.



■ **Employees at Hiram Walker and Sons Ltd., Walkerville, Ont., have won a 30-and-out pension formula—a first in the distilling industry—in their new three-year contract.** Under the formula, an employee at age 58 with 30 years of service will receive a pension of $450 a month. An employee may retire before 58, but there will be a penalty of 8 per cent a year for early retirement.

New base wage rates for men in 1971 will be $4.11 rising to $4.23 in 1972 and $4.36 in 1973. In addition, when the company's plant closes for 10 days during the Christmas season, employees will be paid for five of those 10 days. They have retained their cost of living allowance, but it will now be based on the 1961 price index. This means that they will receive one cent an hour for every 0.4 rise in the cost of living index. The employees are represented by Local 61, Distillery, Rectifying, Wine and Allied Workers' International Union of America.

■ **President Nixon has suspended provisions of the 1931 Davis-Bacon Act which stipulate that wages in U.S. federal construction contracts should be on the level of local prevailing wages in the private sector of the economy.** Mr. Nixon said, "In my judgment, the operation of this law at a time when construction wages and prices are skyrocketing only gives federal endorsement and encouragement to severe inflationary pressures." His proclamation said also that settlements in the construction industry are "excessive and show no signs of decelerating," and that these settlements have affected bargaining in other industries, "thus contributing to inflation in the overall economy."

■ **The Industrial Relations Centre at Queen's University is holding two seminars this spring.** The annual industrial relations seminar will run from May 10 to 14. The all-inclusive fee is $395. The emphasis in the seminar will be on labour relations and collective bargaining. The annual white-collar personnel-management seminar will be held June 7-11 and the fee is $395.00. The purpose of the seminar is to promote more effective ways of managing, utilizing and motivating the rapidly growing number of white-collar employees. More information on the seminars is available from the Industrial Relations Centre, Queen's University, Kingston, Ont.

■ **Canada's gross national product rose by 7.5 in 1970 to reach $84.5 billion, says the Dominio of Statistics. Rising prices having been allowe physical volume of production rose by 3.3 per c** compares with actual increases of 3.5 per cen and of about 5 per cent in 1968 and 1969. D that activity quickened in the fourth quarter in spite of the major strikes in the automobile through most of the fourth quarter. The 1970 ment that spurred the economy was the sp growth of exports—up 13.5 per cent for the ye imports increased by only 2 per cent.

DBS reported that wages, salaries and suppl income rose by 8.9 per cent. Although this inc smaller than in recent years—usually 10 per ce well ahead of the 7.5 per cent increase in t Higher average earnings accounted for mos increase in labour income. At the same time, pr estimates show that corporation profits decline cent, and farm income fell by about 20 per cen

■ **The three-day workweek has come to emp Imperial Oil's Winnipeg refinery. The three-day shift schedule came into effect in January for month trial period.** In August, employees will whether to keep the system. The 12-hour shif effect results in an average workweek of 38.8 h a one-year period. Employees work 36 hours weeks and 48 hours in the other 12 weeks. For process unit personnel work three shifts of 12 ho have four days off, work three shifts, then ha days off. This cycle keeps repeating itself. E Relations Manager R.E. Allen reports that e so far seem happy with the system.

■ **William Keough, Newfoundland Labour died in March, at the age of 57.** Mr. Keough a member of the provincial legislature and of Joseph Smallwood's Cabinet since 1949. He t the Labour portfolio in 1967. A native of St he was Minister of Natural Resources in 1949, of Fisheries and Co-operatives from 1949 to 1 Minister of Mines, Agriculture and Resources f until 1967. Mr. Keough and Premier Smallwo the only members of the present Legislature w delegates to the 1946-47 convention to decid future of Newfoundland.

# years ago

firemen were making a maximum salary of
year and were pushing for $1,800 to meet the
t of living; a CPR telegraph operator discovered
ls of "moonlighting"; unemployed miners in
na were encouraged to work on roads for their
yment insurance; the Ontario Motor League
ring prize money to students; and a study of
rkers in industry was carried out by the U.S.
n's Bureau. These were some of the topics dis-
n The Labour Gazette of 50 years ago.

**awa firemen were feeling the pinch from the high
ving in May 1921 and in a special report submit-
he city, they requested that: they be advanced
er their wage rate; the maximum rate of pay
ned in two years instead of three; two extra
chiefs be appointed; and the city take over the
of their home telephones.** The men claimed that
ers in other cities received more pay, and that
city police were paid at a higher rate than city
ers.

rd appointed to investigate the dispute noted
1917 the men were paid $990 a year, in 1918,
n 1919, $1,200, and in 1920 $1,500. The cost
was cited for the proportionately large increase
over that of previous years.

t maintained that local conditions determined
of pay in different cities, that the salary paid
emen had no more bearing on that of the
rs than on any other class of civic employee,
the cost of living had decreased and was steadi-
sing.

The request to have the maximum rate of pay reached in two years was not pressed very seriously, because senior brigade members believed that, with rare exceptions, men could not qualify as efficient firefighters in two years. In 1921, salaries for new men began at $1,200, rising yearly by $100 until the maximum of $1,500 was reached.

To the request that two extra district chiefs be appointed to allow the two current district chiefs the benefit of the two-platoon system, the city suggested that the two current district chiefs be made deputy chiefs to cover the entire city as the necessity arose. And as far as the telephones were concerned, the city said that the firefighters had offered to take over the expense at the time the telephones were installed.

After listening to both sides, the board came to the conclusion that they would not be justified in recommending an increase in wages at the time. They pointed out that the firemen had already had a substantial increase the year before, that 31 men had been added to the brigade so that each man could have one day off in every seven, that prices for commodities were decreasing, that many other workers had accepted salary cuts, and that the state of the economy was unsettled. But they strongly urged that two extra chiefs be appointed, and that the city take over the expense of the telephones because they were necessary to maintain "the present efficiency of the fire brigade."

**A CPR telegraph operator had his own way of beating the cost of living, but his CPR bosses took a dim view of it. The telegraph operator operated a taxicab on the side. He was warned several times by the chief despatcher to give up moonlighting, but he refused.** When he failed to give "way freight" instructions that some passenger coaches be picked up by the passenger trains, thereby causing a fast freight to be held up while the switching was going on: and when, on another occasion, he caused a delay when a light engine was sent to pick up nine empty cars that were not lifted, management decided that his "sometime job" as telegraph operator should revert to a full-time job as a cab driver.

■ **Mining companies and miners in a zinc and lead district in Oklahoma paid equal amounts into a fund spent on productive local work carried out by the unemployed.** In just three weeks the association raised $2,700—$1,000 from the mining companies, and the balance from employed miners at 25 cents each a week. Unemployed miners were given work on the local roads at $2 a day.

■ **The Ontario Motor League offered 140 cas ranging from $1 to $10, totalling $200, to Ontari children of 12 years and under and 13 years a for compositions, in prose or verse, on "How May Help to Avoid Accidents."** Prose was con 140 words, and poetry to 16 lines.

■ **Employment of children was the subject of study from the United States Children's Bureau tics were compiled on child workers in indust the period 1913 to 1920.**

According to statistics from manufacturing e ments in 1914, the number of employed childre 16 years of age had been diminishing during t before 1914, because of the extension of chil legislation. By the end of 1915, however, with creasing foreign orders for war goods, there unprecedented rise in the number of children the labour force. In some places the increases from 90 to 145 per cent. One town, Lowell, Ma setts, showed an increase of 400 per cent, be the concentration of large foundries and machi manufacturing munitions.

These percentages, however, accounted only f workers who were legally employed. Despite in child labour and school attendance laws, standards were actually relaxed in certain pl Philadelphia, for instance, violations of the l four times as great in 1917 as in 1916. In an in of 63 shipyards where steel ships were being b Children's Bureau discovered that 60 per cen children who claimed to be 16 were actually or 15.

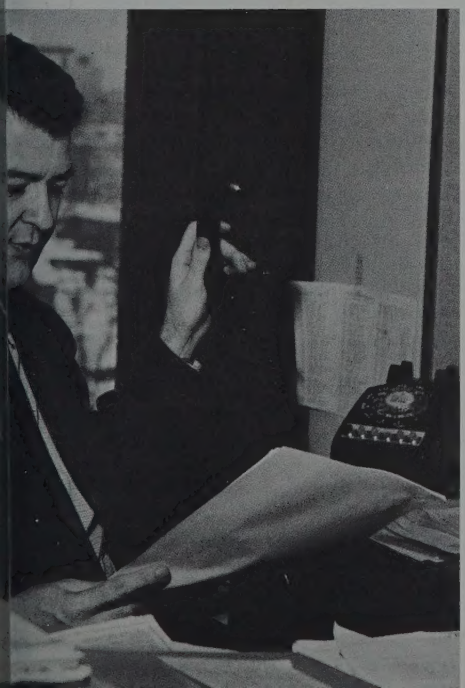
With the shutting down of war industries, th of soldiers, and the uncertainty of the business there were fewer job openings for children, and 1919, there was a general decrease in the nu children receiving work certificates. In 1920 the of children receiving certificates again increas cause of the high cost of living, and the lure wages."

In the late summer of 1920, however, a depre industry and business caused a gradual declin prices of necessities, and the number of certifi sued to child workers reduced accordingly.

# rtnership with anagement: surdity or necessity?

by K. R. Robinson

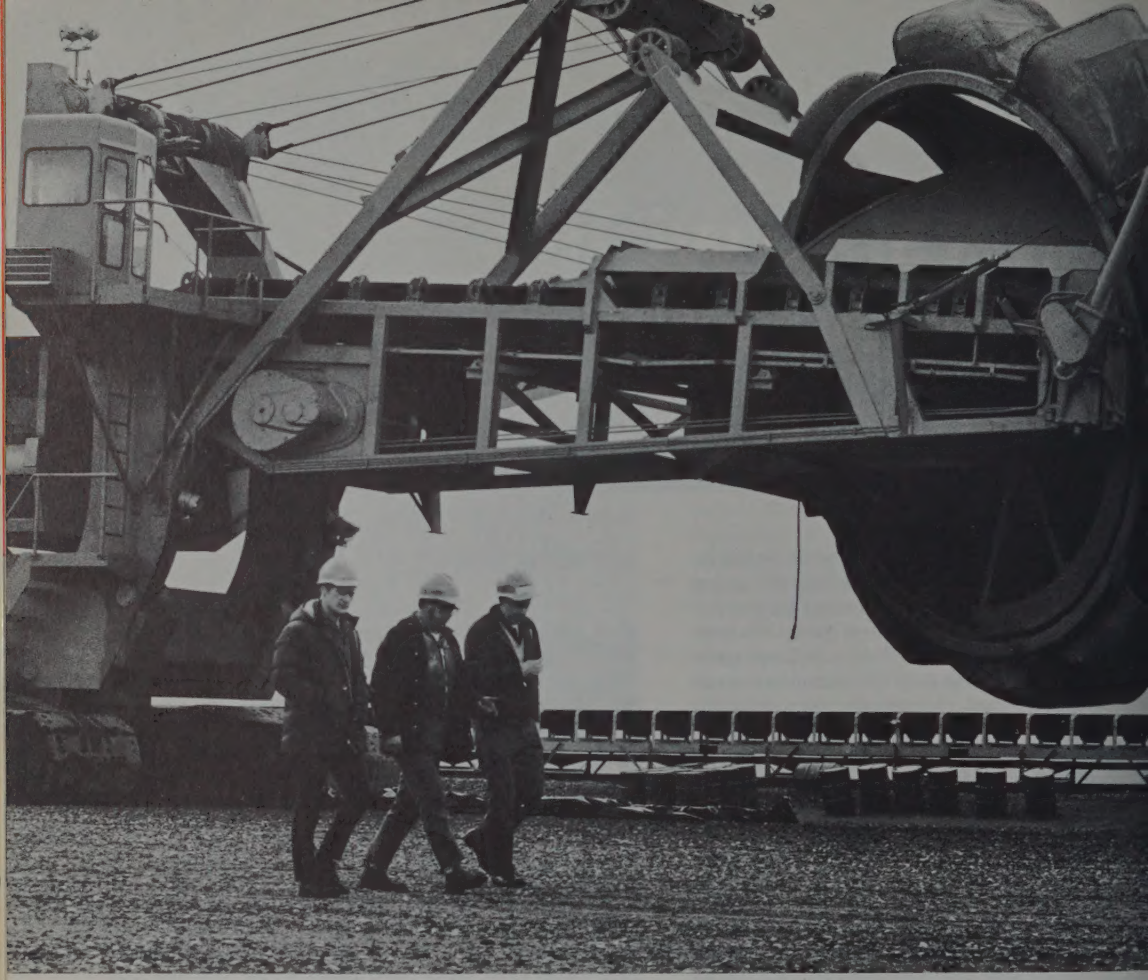
obbie" Robinson is Director of Public Relations Public Service Alliance of Canada, the union esents 130,000 federal Government employees. inson was previously editor and public relations r the Union of National Defence Employees. 63 to 1967 he was research and communications to the Hon. Paul Hellyer, the then Minister al Defence. Before that appointment, he served Royal Canadian Air Force primarily in public and information. Robinson is a member of the n Public Relations Society, the National Press Canada, the Aviation Space Writers Association, dian Labour Congress Public Relations Advi- mmitte, and the International Labour Press As- .



**Ever since that first man hired other men to draw his water and hew his wood, the question of how much reward a worker is entitled to in return for his labour has always provided fuel for the fire of dissent.** The problem of arriving at a formula whereby the employee and the employer are both happy with the return of their respective investments is not a new one by any means.

Long before labour unions were a viable reality, the age of industrialization began to sweep the Western world, and the question of labour's reward was brought sharply into focus as men, women and sometimes children came from farms and homes to the factories and mines, lured by the promise of hard cash. The first machine age demanded that the workforce perform its tasks in uncomfortable surroundings—and in many cases, amid filth and noise that shortened the lives of many.

History has already amply recorded the fact that the "first industrial age" brought about the rise of national labour unions in the mid-1800s. Formed first to provide



worker self-protection and social reform, these unions eventually developed into the collective voice of labour in negotiations with the employer for wages and conditions of work.

The fight for the right to bargain collectively with the employer had many champions in the early years, and much was said on the subject by politicians in Canada and the United States during the early 1900s. Some saw the inevitability of progress and jumped on the bandwagon as an insurance for future votes. **The term "Industrial Democracy" gained its first popularity in North America during this period, when it was used p to describe the philosophy of a collective voice workforce, rather than as a term to describe a condition.**

W. L. MacKenzie King, in his acceptance spee winning the leadership of the Liberal party in 1919 said, **"Industry exists for the sake of huma humanity for the sake of industry."** Noble sen indeed, and ones which the present administrati well recall—not because they were uttered by its early heroes in a moment of triumph, but they have just as much meaning when applie

"second industrial age," with its attendant wor-
technological change, and its daily newspaper
s of layoffs produced by an increasingly auto-
ndustrial base.

f industrial democracy itself? Is it just a catchy
ic phrase coined by some professor of industrial
s during a flight of oratorical fancy? Or is it
a new way to describe collective bargaining? Is
thing entirely separate and apart from the collec-
gaining system that will ultimately be involved
ing that agelong question concerning what are
ement's residual rights?

preme Court Justice Louis D. Brandeis, an early
on of collective bargaining, did not seem to be
fused in 1913 as many are today over what
ial democracy is all about. An interview in **La
e's Weekly** at that time quotes him as saying:
opinion, we are going through the following
we already have had industrial despotism. With
ognition of the unions, this is changing into a
utional monarchy with well-defined limitations
upon the employer's formerly autocratic power.
**omes profit sharing. This, however, is to be only
itional, halfway stage. Following upon it will come
aring of responsibilities as well as profits. The
al outcome promises to be a full-grown industrial
racy."**

ll due deference to the late Justice, I would put
sent general labour situation in Canada, in most
at the beginning of stage two. The majority of
rkforce in Canada is unorganized, and many
ers in business and industry do not recognize the
or unions, let alone accept the idea of limitations
r autocratic power.

er the philosophy of industrial democracy is envi-
as part of the collective bargaining process or
parate entity, the common denominators are an
on management rights, and the provision of
ngful participation for employees through their
ement in the enterprise above and beyond specific
job duties. Although the term itself has been heard in Canada for many years, industrial democracy as a well-known working concept is not too widespread in this country. Those who are unfamiliar with the concept tend to view it as a sort of communist-inspired workers revolt or takeover; or they believe it to be some kind of half-baked, socialist, utopian ideal. The idea admittedly has long been a tenet of left-wing ideology, but never in a well-defined or realistic form. The trouble with socialism is that it usually co-opts any idea involving more than two persons and calls it a "people's movement" and therefore rightfully within its province.

The ideas and philosophy contained in industrial democracy are being discussed in management training courses, newspaper editorials, magazine articles, and at the bargaining table, and have even been advocated by Government commissions. This wide spectrum of interest does not automatically qualify it as a "people's movement," but it is indicative of a growing awareness that something is wrong with the way that industry is organized.

For many years, the overriding objective in industry has been how to devise a better way to do it, incorporating maximum production with minimum cost. Man has not fitted very well into the overall plans of the slide-rule technocrats, so he has been uncomfortably accommodated as a necessary evil in an increasingly mechanical environment whose demands are regarded as paramount. Thus, the "second industrial age" has relegated man to a "used" instead of a "user" position—exactly as the first one did. **Labour unions were the end result of the first age of industry; industrial democracy may be the product of the second.**

**The official definition given to "industrial democracy" in Roberts' Dictionary of Industrial Relations states that the term was designed to describe the relationship between representatives of management and labour in a plant or industry, and to provide a procedure for handling basic problems.** There is no hint here of the part that the collective bargaining function may play in industrial democracy; nor is there any reference to what Justice Brandeis described as the concept of "sharing of responsibilities as well as profits." The official industrial relations bible obviously views industrial democracy as merely some form of grievance procedure. Experience has taught us that, whenever the experts cannot agree on anything, those at the "sharp end" will ultimately have to pay the price of indecision.

To observe the concept of industrial democracy in action, one has to look outside North America to where it has been well known and in some cases practised for many years. Various forms of industrial democracy exist or have existed in the following countries: West Germany, Belgium, Denmark, Spain, France, Italy, Norway, The Netherlands, Britain, Switzerland, Czechoslovakia, India, Poland, United Arab Republic, Yugoslavia, Algeria, Japan and Tanzania. The United States has several experiments in progress at the present time, but nothing comparable to those in some of the European countries. Generally, Canada is still at the labour-management committee stage.

The confusion and misunderstanding that seems to surround industrial democracy can perhaps be blamed, in part, on its many titles and various degrees of implementation. Known by different names depending on what country or part of the world you are in, industrial democracy has also been described as joint consultation and co-operation, workers proposals and participation, self-management, enriched labour, and collective bargaining. **The primary objective, however, seems to be the same regardless of the label: industrial democracy is basically an effort to supply employees with some solid decision-making power in their work.**

Growth of the concept in Europe has been somewhat sporadic over the past 20 years. Systems were set up to develop closer co-operation between management and labour in many countries, and in some, arrangements were formalized by legislation giving workers a say in the design, manufacture and marketing of their products. Enthusiasm waxed and waned over the years until the 1960s, when interest was reborn in Europe and industrial democracy gained new adherents in North America.

As evidence of this rebirth of interest, the Swedish Minister of Industry, Krister Wickamn, was quoted recently in the magazine **Sweden Now** as saying that the public service and the state-owned corporations in his country—equivalent to Canadian Crown corporations—are bent on becoming the pacemakers in industrial democracy experiments and other forms of collaboration, such as having employee representatives on the boards of firms in which they work.

A direct application of the European system n be entirely suitable for North American labou because of differences in social structure, labou ments and, more important, political realities. ropean experience has clearly shown, howeve industrial democracy is not. The mere attractiv the slogan has a superficial simplicity about it led many to attach the label to a variety of mana and industrial engineering projects that shoul fully be classified as employee appeasement rat as meaningful participation.

The concepts of industrial democracy have b scribed as going beyond doing the job itself and ing the "feeling" of doing it, whether pleasant pleasant. **The point of industrial democracy is the worker a share in the decision making, th the responsibility for his work and his place of raise his "psychological pay."**

Industrial democracy is certainly not a state informality where the boss tries to be nice to ev neither is it some fancy phraseology cooked up practitioners of industrial engineering. It is not step down the road toward the abolition of ca and the free enterprise system, although there doubtedly some who view any erosion of mana rights as a blow to the very heart of that system.

The idea of the workforce participating mean in the running of the organization in which they ployed is a very old and persistent idea, and has been viewed with suspicion by some because it i on that concept of management's residual rights sition is being voiced by those who would main status quo, just as collective bargaining rights fo were steadily opposed and attacked in the p still are today.

Any serious attempt to deal with industrial de requires a thorough definition of the concept various degrees of application. In order to arr definition, it is necessary to view the entire pi employee participation in management against scale of measurement. **At the lowest end of t is the arrangement whereby employees are enc to put forward suggestions to management th formal or informal process. In this manner, t comment on the courses of action proposed by ment for their immediate workplace, or the enti prise.**

ype of participation is described as "institutiona-
d and it is possible for employee views to influence
gement decisions—so some small degree of partici-
does occur. But management is not obliged to
the suggestions; nor do the employees have any
n-making power.

are some who place collective bargaining at the
tionalized end of the participation scale. Collective
ning between labour and management involves
tions or demands (depending on how one looks
from the employees concerning basic wages, sa-
and conditions of employment. I myself accept
part of the minimum participation end of the
ecause, until the employees escalate the demands
ave put forward to management, either by strike
requesting a third-party arbitrator, management
er no obligation to accept their suggestions.

**maximum end of the participation scale is indus-
emocracy, the level at which the workforce is a
he member of the decision-making process. At this
labour is involved not only in the sharing of the
ny profits and losses, but also in the sharing of
eal risks—a true partnership of labour and manage-**

o-operative—a joint business venture whose owners
th employees and customers—is one example of
artnership" level of participation. Another is the
sful John Lewis Partnership in Britain. This exer-
industrial democracy is sometimes labelled an
iment" by a few academics, but the fact it has
existence for over 50 years has long ago removed
qualifying merely as an industrial relations test

hn Lewis Partnership is one of the largest enter-
in its field, involving a large number of full
rs who are also employees. The organization
es a large number of retail stores of various sizes
hout Britain, where 17,000 "partners" are em-
under a formal and irrevocable constitution,
ired by the Courts. The constitution provides a
ely devised yet legally enforceable partnership
ent. The economic success of this type of part-
p has been amply demonstrated in this case, and
e of the fastest growing firms in its field.

Studies of the John Lewis Partnership have revealed that there is a high degree of awareness and loyalty among its partners, plus a readiness to participate, which yield a corresponding level of job satisfaction that was not expected in this type of undertaking. While not exactly a true Co-Op, the Partnership is not just another profit-sharing scheme introduced by management to buy

off employees rather than solve problems. **The profit-sharing schemes that many companies currently offer their employees in North American merely perpetuate the idea that work is nothing more than a commodity to be exchanged for money. They fail to provide for any real identification with the company.** In addition, the profits of each company are shared only with the employees of that particular firm, and this creates irrational patterns of inequality among employees in those firms that do not have a profit-sharing or stock-in-the-company plan. Profit sharing also interferes with collective bargaining in the area of wages, and it is suspected that some firms use it as a union-fighting tool to dissuade employees from becoming organized.

Perhaps the foremost program of industrial democracy or job enrichment ever launched by a company in modern times is the large-scale operation currently being undertaken by Imperial Chemical Industries of Britain—one that will eventually cover 100,000 employees (LG 1969, p. 453).

Under one phase, which began early this year, the company's 40,000 white-collar employees are engaged in studying how their jobs are being done, and how they might be improved. On the factory floor itself, matters have progressed somewhat further because of pilot projects started several years ago. A scheme called the "weekly staff agreement" covers 18,000 of ICI's factory workers and has increased efficiency significantly, while giving workers more freedom and responsibility than traditional managers could dream possible.

ICI's corporate management has stated that it is completely committed to the scheme, and hopes to have most shop floor employees working under its provisions by the end of 1971. Not to be confused with productivity agreements, the weekly staff agreement is a project incorporating the techniques of industrial democracy. At the ICI fibres plant in Gloucester, England—the first sizeable plant where the weekly staff agreement was tried—the plan is reported to have the enthusiastic support of almost the entire workforce, including union stewards, supervisors and management.

Although the project perhaps could not be described as the best example of employee involvement, it is nevertheless firmly established on the industrial democracy scale near "job enrichment," and is not just another bag of jellybeans for bribing the workforce.

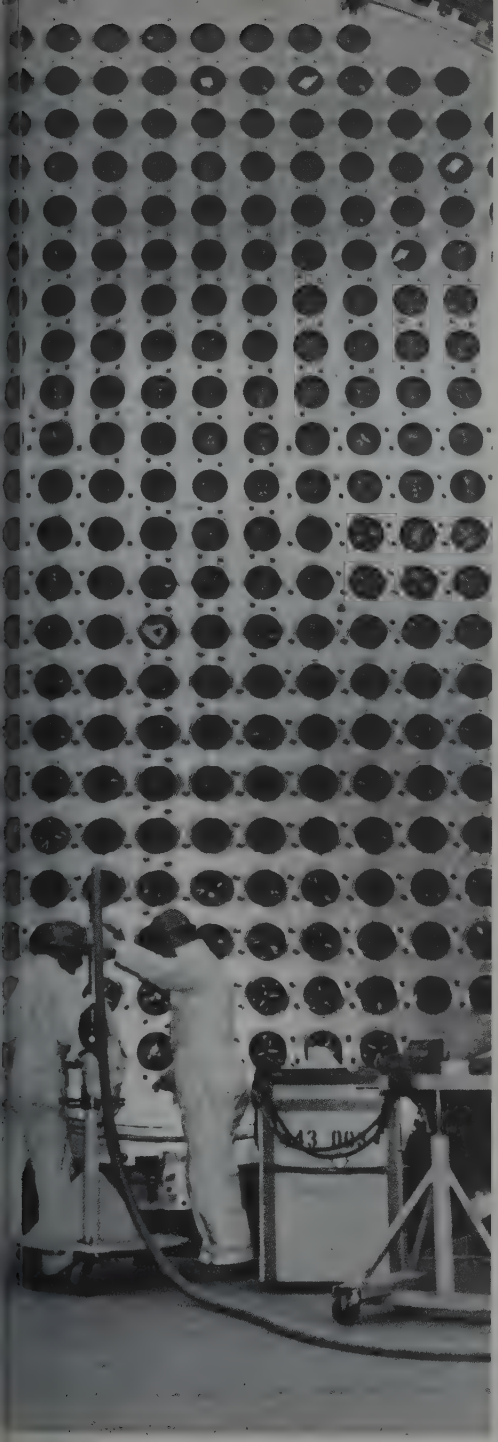
**Numerous examples of employee participation a**
**sion sharing function across the entire spectrum**
**vement. Some have reached a high degree of so**
**tion, and are backed by legislation; others are**
**to the shop floor in the form of "enriched labou**
ployee participation has a vast variety of st
differences and name tags, and it is well to re
that employee participation in management is
expression of the overall concept of particip
industrial democracy.

Viewed in its totality, participation seems to t
main approaches. Representative democracy, w
into the middle of the participation scale, requ
appointment or election of a few employees to
of directors or other decision-making bodies in t
pany. This method of participation does not inv
average worker directly, although through rep
tion the decision-making power of the employe
enough. Labour-management joint councils, w
volve passive and active worker participation
agement, could also be classed in the mid-rang
scale as an "institutionalized" type of participati

The second approach, regarded as the more su
is the direct-democracy method, which gives
ployee control over the organization and exec
his immediate work environment. The term "e
labour" is often applied to this type of partic
The areas affected by it are at the lowest level
work environment, and are generally of vital
only to the employees themselves. This type of
ment allows virtually all employees to partic
most of the company's activities, and it falls in th
mid-range of the participation scale.

I believe it is fair to say that **employee parti**
**begins when material gains in the form of basic**
**salaries and fringe benefits are acquired through**
**tive bargaining.**

By locating this level of interaction at the m
end of the scale, we are recognizing that it is litt
than a direct remuneration for work done or
rendered. At the opposite end of the scale is pr
loss sharing.



Experiments conducted in four Norwegian firms beginning in the early 60s have supplied proof that workforces in the light and heavy manufacturing fields respond favourably to industrial democracy, even at the low end of the scale. Increases in both job satisfaction and productivity have been reported. Another offshoot is the reported improvement in the quality of finished products, resulting in fewer returns to the factory for repair.

An important aspect of the application of industrial democracy practices is the need for re-appraisal of the position classifications of all potential participants. Normally, management classifies employees according to some previously determined system of wage-to-working level, usually already existent within the organization. Management positions are designated to be staff or salaried positions; all others are hourly rated, except where there is a large white-collar staff.

**The classification system is relatively neat and functional, but, without some basic redefinitions, it does not lend itself too well to the introduction of democracy in the workplace. By the very act of introducing workers' participation in management, we are drawing a distinction between those who manage and those who are managed.** It is also imperative that we examine the lines of distinction between white-and blue-collar workers.

The distinction between them is no longer based on whether or not an employee gets his hands dirty. The blue-collar worker has traditionally identified the man who wears a white collar with management, and conversely, the white-collar worker has traditionally looked down on the man in overalls. Labour unions have done much to destroy this apartheid among the working population, and the blue-collar workers often surpass in wages many of their previously more highly paid white-collar counterparts. This blurring of the distinction between the two occupational groups has been heightened by the substantial organizational gains being made by unions among white-collar workers in North America.

In the matter of position classification in an industrial democracy situation, it becomes important to ascertain whether a white-collar worker is a worker in the same sense as is a blue-collar worker, and whether a middle manager or executive is part of management or part of a group that is being managed.

Normally, with the exception of the top man, everyone in an organization receives his orders from his superior. In this sense they could all be said to be among the managed. But, with the exception of those at the very bottom, each person in the chain of command gives orders to his subordinates—and that being the case, this group could be said to belong to the managers. **Obviously, any plan to introduce industrial or participatory democracy has to be preceded by an answer to the question: "Who is a worker?"**

There appear to be further complications in the distinctions between the various groups in the workplace, and these would have to be dealt with before democratization could proceed. The distinctions that exist between workers and managers are related to the differences between staff (or salaried) employees, and straight hourly employees.

Decisions would have to be made regarding the place of the professional or technical employee as well. White-collar workers, and professional and technical employees often regard themselves as part of management, and traditionally they have a case. Recent statistics show that there has been a rapid growth of white-collar employees in Canada, and this group now comprises approximately 45 per cent of the workforce. In the traditional blue-collar industries, white-collar job classifications increased to 30 per cent in 1967 compared with 20 per cent in 1951. In those industries where technology plays a large part in the manufacturing process, the white-collar proportion of job classifications may run as high as 56 per cent; and in some electronics companies it has reached the 60-75 per cent range. What's more, it is expected that these figures will continue to rise.

It is interesting to note that unions representing public employees in Canada have organized the largest percentage of white-collar workers, and have signed separate contracts for many groups of white-and blue-collar supervisors within their respective bargaining units.

**The position of supervisor within these white-collar groups is becoming more and more confused. An indication of this is the continuing controversy in the private sector as to whether or not supervisors are free to join unions and bargain with their employers.** Obvious question of status and classification of all staff m thoroughly examined before anything definitive i to introduce the principles of industrial democra

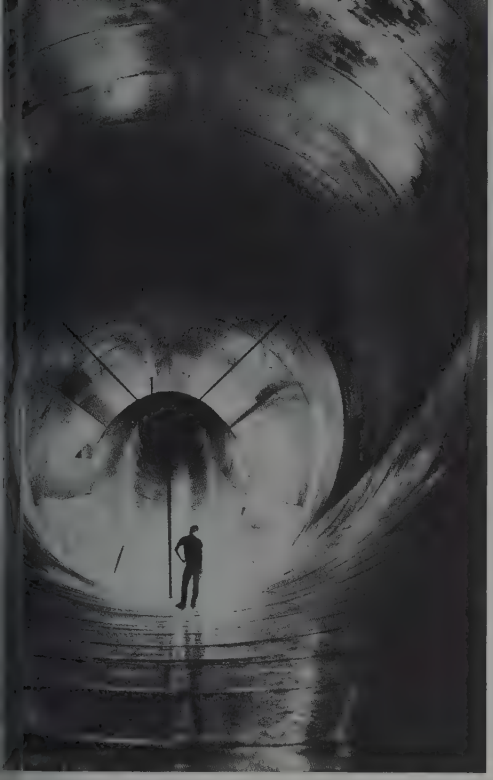
Renewed interest in industrial democracy is bein rienced around the world, although the concept ha lying dormant in some areas for 10 years or Notable exceptions are those two or three coun which the practice has been firmly established for period of time. This renewed awakening has stir a host of critics who, for various reasons, have either to condemn the idea outright, or to decla they would be willing to accept its principles an tices only if it conformed to their present way o things, and did not disrupt the status quo.

Critics of the concept can usually be found withi or four identifiable opinion groups. **First and fo among those who are clamouring for an early of this "democratic nonsense" are those large bus and industries, mostly old and well established, are fearful that any decision sharing with em would be costly—both in dollars and in the subs erosion of jealously guarded "management rights.** viduals and concerns that fall into this category resist most vehemently any attempts to move direction of industrial democracy.

Firms in this group often maintain feudal plant tions: clocking in and out, high protective fences, guards and related paraphernalia. The rationa for the presence of such trappings is that propert ership provides moral authorization for exercisi reaching powers over others.

Often described as one of the "sacred cows" Western world, management's "residual rights" fo artificial shield behind which hide all those wh to maintain the status quo. Research has failed to any stone tablet setting out the divine rights of m ment, although many who administer these pri have been known to act as if they stand on th hand of God and administer his law on their beh

Two thousand years ago, an employer could b employees to death if he was dissatisfied wit labours, starve them if he saw fit, keep them in b for a lifetime, and impose upon them any inc by virtue of his interpretation of the law. Just



vers ago, employees were sold into virtual slavery
a for their sins, and often served out their time
ntured servants in a distant colony.

**de union movement helped eradicate many of**
**idignities, but continued recognition of the princi-**
**of management prerogatives, by society in general**
**th statutes of governments in particular, denies to**
**oye organizations the freedom to discuss such pre-**
**tives with employers. The power of management**
**s jealously guarded by those who possess it, be**
**g ernment or private employer. And who can blame**
**n? Human experience has demonstrated that no one**
**absolute power can be trusted to give it up, even**
**rt**

re ample evidence that some areas of business
government are responding to labour's call for a
democratic approach to life with an all-out cam-
n destroy public acceptance of organized labour's

place in our society, and banish the credibility of the entire labour movement. Various provincial governments, the federal Government, the Canadian Manufacturers' Association, and the Prices and Incomes Commission with its now internationally discredited economic daydreams, have all taken a public kick at organized labour's can.

A coterie of high-priced business executives recently turned up the heat in an anti-labour publicity campaign that has seen no precedent in Canada (LG, Jan., p. 14). Pamphlets containing reprints of anti-labour speeches made by presidents and other high-ranking executive officers of some of Canada's largest corporations are being mailed out anonymously from a public relations firm in St. Catharines, Ontario, to pinion leaders and news media across the country.

Generally calling for the abolition of collective bargaining rights in the public and private sectors as a starting point, examination of the question "What good is organized labour to society?" is followed by a general condemnation of labour and all its works. That this group has placed itself solidly in the anti-industrial democracy camp, there can be no doubt. **The working population of Canada, individually, is no match for this type of high-powered warfare, carried on by executives of international conglomerates with unlimited financial resources, and able and willing to wage a lifetime of war on labour.**

Fortunately, those who operate in this manner are counterbalanced to some extent by many in the business and government communities who see the advantage of having employees and management contribute meaningfully together for the betterment of their work practices and their way of life in general.

**(Part 2 of Mr. Robinson's article,** containing additional arguments for and against the industrial democracy concept, and speculation about its increasing acceptance in the future, will be published in the June issue of the Gazette.)

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

# What disturbs us: The CLC on unemployment and the economy

**Brutal, callous and indifferent is how the Canadian Labour Congress describes the federal Government's economic policies. In its annual brief to the Government, presented on March 1 by President Donald MacDonald, the CLC devoted most of its attention to unemployment and Canada's economic situation.** The CLC stated that, as a result of government policies, it is unlikely that full employment—not more than 3 per cent unemployment—will be reached before the end of the decade.

The Congress called for "a high employment budget" to start the economy moving toward its potential. The specific proposals are: immediate reduction of personal income taxes in the lower brackets; abolition of the three per cent income surtax; immediate implementation of the proposed new system of unemployment insurance benefits; major improvements in old age pensions; removal of the 11 per cent sales tax on building materials; and a further expansion of the government's housebuilding program.

The CLC's criticism of government action was unusually sharp: **"What disturbs us, and many others, is that our current unemployment problem has been artificially created. It is not the result of natural business recessionary conditions.** It is the direct result of coldly calculated policies whose sole object was to induce unemployment in order to combat inflation. Your Government's anti-inflationary program, based for a long time on very tight fiscal and monetary policies, has been primarily responsible for the fact that we have hundreds of thousands of unemployed Canadians. Your Government's strict adherence to 'conventional economic wisdom' in attempting to deal with an inflationary situation that was largely external in its origins is perhaps the most incredible phenomenon we have yet seen on the economic front in Canada."

**"Never before in the history of this country did a Minister state before a national audience that his Government's intent to allow unemployment 'if necessary to six per cent,' to combat inflation** before did any federal Government knowingly sciously, and with a cool, detached deliberation s hundreds of thousands of Canadian workers ar families to the hardships of unemployment. The ty, the callousness, the studied indifference to the consequences of this anti-inflationary approac matched only by its ineptitude."

"Had we had rampant inflation, had we had in our balance of payments position, had our doll weak in the international financial markets, th haps there might have been some justification plementing such stringent policies. But such the case. On the contrary, our international fi position has been, and continues to be, extremely Indeed, in international terms, we are in one strongest positions of the entire postwar perio **export trade, which has been on the upsurge for a of years, increased by 13 per cent during 1970, reg an unprecedented surplus of nearly $3 billion. In a we ended up with a surplus on current account** thing which has not happened since 1952. Our exchange reserves are at a very high level of $4,700,000,000. The strong foreign value of our which quickly rose above its pegged rate when allowed to seek its own level in a free intern money market, is another indication of our v vourable international position."

**"Our rate of inflation compares very well with the major industrial countries.** We are doing far bett the United States, with whom we have more th thirds of our export-import trade. But we are als better than other major industrial countries Britain, France, Western Germany, Italy and Ja

LC said that it was anticipating the introduction
federal laws governing labour-management rela-
ind it set out bench marks for such legislation.
nceive of labour relations legislation as a frame-
within which organized labour and management
be free to work out their relationships as much
ible on the basis of mutual agreement. We favour
arism rather than coercion, and believe that the
is more likely to lead to mature labour-manage-
elationships than the exercise of force. We believe
ur Government can do much to create an atmo-
in which the right of association can be freely
ced, in which effective collective bargaining can
ace, and in which union-management relations
come an accepted feature of industrial life."

oposed adjustment assistance program for dis-
workers in the textile and clothing industries
pril, p. 243) was commended by the Congress.
**legislation is in the forefront of measures intended**
**ect workers displaced as a result of economic**
**stances affecting their employers, and we hope**
**will point the way to other programs of this kind."**
e Congress did ask that some form of appeal
ure be included in the plan. "Possibly this could
e through the machinery already existing under
mployment Insurance Act, in view of the fact
imants will have had to qualify for unemploy-
surance benefits in the first instance."

r areas, the Congress again **asked for a "drastic**
**n in the tax structure, making it more equitable**
**is now," asked for changes in the Public Service**
**elations Act, and told of the need for a national**
**ne policy** "supporting the establishment of a Ca-
flag fleet, manned by Canadian officers and
and built in Canadian shipyards." The Congress
ed the establishment of the Canada Develop-
rporation, although it was concerned by the
ion that profitable crown corporations could pass
ivate hands through the corporation. And the
ss again criticized "the unfair aspects" of the
ation and Labour Unions Returns Act.

The Women's Bureau of the Canada Department of Labour was also singled out for praise by the Congress. "We have been impressed by the vigour with which the Women's Bureau ... has directed public attention to the disparities that exist in the treatment accorded to male and female workers."

But the Congress expressed concern that the activities of the Bureau and of the Government fall short of effective action "to redress the wrongs that the Bureau has brought to light. We believe that the Department of Labour should move from the accumulation of data and its dissemination to a statutory program for providing protection and redress against differences in treatment and conditions of employment based merely on sex." The Congress went on to express general support for the conclusions of the Royal Commission on the Status of Women.

Canadian workers are becoming increasingly concerned about protectionist policies being adopted by other countries, said the CLC. The Congress drew attention to this trend in the United States, which threatens to reverse the comparatively liberal trade policy that that country has followed for the past 35 years. A similar trend is developing in the European Economic Community. **"As a nation we have everything to gain by freer world trade, and everything to lose should there be a return to protectionism,"** the CLC said, adding that the situation became increasingly important in the face of Canada's rapidly expanding labour force. At the same time, the CLC said, steps should be taken to provide protection against unfair import competition such as artificially priced exports, dumping and state-subsidized prices.

The Congress expressed strong criticism of the Government's handling of the Québec crisis and use of the War Measures Act. **The CLC charged that the Government had failed to produce "a tittle of evidence" to justify actions that had thrown the country into a state of panic.** It recalled that, at the time the War Measures Act was

introduced, it had expressed concern—but added that, "with the passage of time, we are less inclined to be temperate now. Events have clouded the purity of your intentions."

At the same time, the CLC left no doubt regarding its opposition to FLQ tactics. "Murder and terror are not to be condoned, and no civilized society can long endure if it does not take prompt and effective measures to prevent them or bring to the bar of justice those who perpetrate them," the submission said.

Although the FLQ's activities were not condoned, there was recognition of legitimate grievances on the part of Québecers that remain unresolved. The memorandum went on: "They include **the opportunity to work for the many tens of thousands who seek work and cannot find it; living space that is not situated in a slum; incomes that are comparable to those paid elsewhere for the same kind of work; an economy that is dynamic and not stagnant; and an opportunity for cultural survival.** It is the lack of these that ferments discontent and endangers the democratic process." These conditions were compounded by the heavy impact of unemployment, which had been deliberately created by the Government. And, the CLC added, "There is an imminent danger that your economic policies have placed the unity of Canada in jeopardy."

The Congress assured the Government of support in taking a strong stand on pollution. It reported that it was engaged in a worker educational program on pollution, and was prepared to co-ordinate its efforts with other civic-minded organizations.

It was suggested that such efforts could be directed toward identifying sources of pollution, publicizing control measures, and seeking community support. There was a need for more published facts on a systematic and regular basis. The Congress said that some companies were showing "an arrogant disrespect for public property and for other citizens" in a situation that had the potential to destroy the environment, if not life itself. Many necessary changes would have to be made on a global scale; but in the meantime, Canada should be doing everything possible to put its own house in order. There might be circumstances in which the cost should not fall directly on a particular enterprise or community, but should be shared by the entire population through taxation.

**The Congress had praise for action taken by the federal Government to relieve the shortage of housing. It expressed opposition to the apparent policy of using housing construction to regulate the economy, rather than to meet social needs,** saying that the housing in was capable of a higher output on a sustained Particular attention was drawn to the need for "land-banking" to combat exorbitant land pric for lower interest rates.

A proposal was made for the establishment of a D ment of Urban Development to plan and co-or solutions to mounting urban problems. Gover actions that won commendations includ $558,000,000 allocation for low-income h schemes; availability of funds for social and recre facilities in public housing projects; revision o scales in public housing; and government reco of tenants' associations.

The federal Government has failed to provide an prehensive approach to social security, the Co said, expressing disappointment in the recent Paper on Income Security. **It fell short of bein grand design for a Canadian system of social s that we had hoped for, and which we know your a are capable of producing. It is in many respects grade,** with its downgrading of the old age s benefit, with its selective approach to family allow and its failure to face up to the need for a guar annual income as a basic measure for dealing w problem of inadequate income," the memor added.

Dealing with medicare, the CLC urged financi other forms of assistance to encourage the develo of community clinics providing group practice. Th in line with a suggestion that, in order to meet costs, there should be an effort to find a more r system of health services, rather than reduce s or apply deterrent fees.

Canada should cut off trade with South Africa, th suggested. Its submission maintained that it was lutely incomprehensible" that Canada should granting Commonwealth preferential tariffs to Africa, despite the fact that that country has be of the Commonwealth since 1961. The section memorandum dealing with international affai critical also of the Government for its having fa take a more forthright position on such matters Nam, the Middle East, Berlin and Greece.

While welcoming the $60,000,000 increase Cana contributing to foreign aid for 1971-72, the CLC p out that the Government has neither committe to, nor reiterated its 1967 pledge of proceeding t the allocation of 1 per cent of the gross national p to foreign aid and development. Objection wa

eu Mackasey MacDonald Laberge

o some of the restrictions placed on programs. vernment was urged to appeal, both directly and the United Nations, to the Soviet Union to end Jewish campaign immediately, reverse the Len- sentences, and end all forms of discrimination Jewish citizens of the Soviet Union.

## ernment's reply

rnational terms we are financially in one of the st positions of the entire postwar period," the d said in its brief. Replying for the Government, **linister Trudeau asked the Congress whether it this had come about by luck, by chance, or by anagement of the economy. He went on to say measures taken by the Government had broken of inflation. And labour had fared well through- s period, the Prime Minister observed.** The increase in labour settlements had been over ent—climbing faster than either productivity or tion profits.

C brief had said also: "Had we had rampant , had we had a crisis in our balance of payments , had our dollar been weak in the international l markets, then perhaps there might have been stification for implementing such stringent poli-

The Prime Minister responded with: **"You seem to be justifying our policies." Because this was the case, he said. The Government had tried in 1967-68 to fight inflation, but it had failed** miserably because of the weak measures it used, he said. Capitalizing on the experience, the present Government had taken strong measures and had achieved success. Mr. Trudeau admitted that unemployment was high, but he said that adhering to a 3 per cent rate of unemployment would have brought about strong inflationary pressures, and there would have been more unemployment if Canada hadn't been able to match her international rivals in fighting inflation.

Turning to the CLC's criticism of the Government's invocation of the War Measures Act, Mr. Trudeau said that the state of panic began with the bombings and murders, not with the Government's response to the crisis. Québec and Montreal pleaded with us to help, he said. **"Should we say 'no' to them. Are you telling us not to listen to them." He said that if the federal Government hadn't listened to these authorities, the CLC would have accused him of not respecting the legitimate Government of Québec.** "The legitimate aspirations of Québec are expressed by whom—blackmailers or the elected Government?"

Trudeau Mackasey Benson

Labour Minister Bryce Mackasey, in his response to the brief, said that a country's system of industrial relations is a reflection of its culture—therefore Canada can't adopt the system of another country. He went on to say that new labour legislation will be introduced at this session of Parliament, but he remarked that **his first priority had been to reorient and reorganize the Department of Labour to deal with areas not reached by legislation. This stage had been completed, he said,** with the appointment of industry specialists and the introduction of a system of continuous bargaining.

In reply to a specific request by the CLC, Mr. Mackasey declared that an appeals procedure for the textile adjustment assistance program will be dealt with later. He noted also that some recommendations of the Royal Commission on the Status of Women will be included in new legislation. A number of the recommendations are already contained in the new unemployment insurance legislation, and changes affecting the status of women will be appearing in the new Fair Employment legislation to be introduced next year. Mr. Mackasey said that **the priority established for legislation is: changes in the Labour (Standards) Code first; then the UIC revisions; and finally, changes in the Industrial Relations and Disputes Investigation Act.**

The Minister of Labour concluded his response to the brief by complimenting the Congress on the guidelines passed at its 1970 convention on international unions (LG, Sept. 1970, p. 640). He said he was glad that the CLC had moved in this direction without the need for legislation.

**You want a full-employment budget? asked Minister Edgar Benson. He told the Congress at the United States and their full-employment** The gross national product of the U.S. has decli prices are rising, while Canada's GNP is ris prices are down. U.S. unemployment is only 0. below that of Canada. Mr. Benson warned tha economy begins to expand, there will be new pr and he suggested that Canadians must look for a time when government, business and labour co-operatively to give advice before a bad s arises again.

Health and Welfare Minister John Munro sta use of the selective technique in benefit payn probably better because universal payments costly. He said that if there was universality in age pension scheme, it would cost $1.2 billio it to the present level. Thus, there is a need old age income supplement we have now. The ment, he said, pegged the pensions in order t increased supplement into the hands of pensio noted that the CLC wanted a guaranteed annual scheme. This, he said, would mean selectivity. **the Congress to tell the Government "in the co how to move faster to a guaranteed annual inco think that it would cost $2 billion more."**

Replying to the CLC's criticism of Canada's tra South Africa, Minister of Industry, Trade an merce Jean-Luc Pepin said that, if the Governm the criterion of the Congress in not trading with member of the Commonwealth, Canada would able to trade with Ireland. He said that Mr. M and some others wouldn't approve of this.

External Affairs Minister Mitchell Sharp replie CLC's criticism of policies that "require such degree of Canadian content in our aid progra Sharp said that Canada wants her dollars spe in the recipient country and in Canada.

CLC President MacDonald then responded to t ernment's reply. He welcomed the Prime M proposal for more frequent and better excha tween the Congress and the Government. He th on to accuse the Government of being preoccup inflation to the exclusion of everything else. H that, in its 1970 brief, the Congress had said th were two problems—unemployment and inflati that they couldn't be dealt with in isolation. W insisted that Canada could never really be m its own house because of effects spilling over f United States, **the Prime Minister asked, "Inflati over but not unemployment?" Mr. MacDonald that unemployment did not spill over to the same**

# e OECD
# l older workers

**onscience of the Western world in the field of ial gerontology" is how Ian Campbell, associate or, Manpower Utilization Branch, Canada De- nt of Manpower and Immigration, describes the wer and Social Affairs Committee of the Orga- n of Economic Co-operation and Development.** mpbell was speaking in December to the U.S. al Institute of Industrial Gerontology in Phoenix, a. The first part of his paper was published in ril 1971 issue of The Labour Gazette.

pell described the OECD's policies for older as stressing positive techniques—such as the rnation of information on ergonomics or job re- n and special training techniques for mature e—as an effective method of educating against crimination in employment. Such policies em- also the importance of adequate counselling by nel who have developed an understanding of tal gerontology.

CD considers that an active manpower policy the "intensification of measures to make it easier ginal groups of workers to take up and keep employment." Those vocationally handicapped ncing age formed a significant segment of mar- rkers, said Campbell.

**cial and economic problem of the older worker the same in all countries, he pointed out.** In ited States and Canada the problem had been, ctinues to be, the need for mature adult workers v their rightful share of employment, retention motional opportunities. This problem becomes ngly difficult in times and areas of labour sur- s.

**tries with labour shortages, he explained, the e had often been the need to develop ways and s of persuading older workers to remain in or re-enter the labour force.** Part of this problem has been in assisting older workers to become occupationally qualified to fill the many jobs available. This had led to increasing use of ergonomics and job redesign, often with the idea of putting the physical demands of the job within the capacity of a mature worker whose strength and agility may have deteriorated because of advancing age.

Campbell described the development of special training techniques for older workers as arising from the need to make more workers occupationally qualified. Such methods provided for training to be carried out under conditions in which personal security was ensured in an environment that minimized distractions, and called for the use of special material that permitted learning through controlled experience participation, discrimination and discovery in a series of problem-solving tasks. Instruction should be brief and easily understandable. The program should allow time for consolidation of what had been learned. Experience in some countries indicated that multi-occupational training could be valuable when jobs were not immediately available.

The OECD's Manpower and Social Affairs Committee had been in the forefront in developing and advocating policies to assist countries in dealing with the employment problems of older workers, whether those problems arose from labour surpluses and age discrimination or from labour shortages and an urgent need to utilize older manpower.

**The Committee had stressed the importance of a comprehensive and efficient employment service in dealing effectively with hard-to-place job seekers.** According to the Committee's conclusions, explained Campbell, such a service should provide, through normal arrangements or through special services, interviewing, counselling and testing facilities, and referral procedures which ensured that the capabilities of mature workers were brought to the attention of employers. The Committee recommended the establishment of special advisory management services on job redesign, arrangements of work schedules, and training methods and techniques for older workers, together with procedures for surmounting other obstacles to the use of older manpower that might arise. **It also advocated the use of continuing educational programs designed to discourage employers from imposing upper age limits in hiring.** This was one recommendation, said the speaker, that had been actively supported in Canada for many years.

In his concluding remarks, Campbell pointed out that in all the OECD's recommendations on policies and practices for older workers, stress was laid on positive thought and action.

# A forum for B.C. management

**Labour leaders in British Columbia are secretly pleased to see the creation of stronger management groups, thinks F. G. Peskett, President and Chief Executive Officer of the Employers' Council of British Columbia.** "The construction industry, for example, has always been traditionally fragmented," he said in a recent address. "In B.C. alone, there are nearly 150 management associations covering all sectors of industry, and we are, of course, the most unionized province in Canada."

The Employers' Council was established in 1966. In addition to 55 of the principal corporations in British Columbia, it has a membership of 12 member associations, the majority of whom bargain in their specific sectors of industry. The Council provides a forum for big business in the province. Through liaison, co-ordination and basic research, it ensures that its members reach broad policy agreement on matters of mutual interest and concern.

"It has never been our intention to set up a body to destroy the labour movement in British Columbia," Mr. Peskett said. "Unions have a fundamental role to play. We believe in a sound, strong, labour movement, supported by the full membership. But there is a great need for the silent majority within organized labour to emerge and return some practical responsibility and authority to the union's front ranks, restoring the balance now tipped in favour of the noisy, militant minority."

The B.C. Federation of Labour, with its 140,000 members, makes up the largest single labour voice in the province. There are another 220,000 union members, including teachers, federal and provincial government employees, policemen, railway employees, and members of the Teamsters Union, the Fishermen's and Allied Workers Union, and the Pulp and Paper Workers of Canada who are not affiliated with the Federation. Union members make up about 43 per cent of a labour force that averages a workweek of 37 to 38 hours for an average industrial wage of $128.

The unions are closely regulated by the provinc ernment. Bill 43 (LG 1959, p. 1028) was passed to prohibit secondary boycotts and declare unions to be legal entities that can be sued. was enraged again in 1961 when Bill 42 (LC p. 1227) came along to strengthen the Labour Re Board and prohibit the checkoff of union dues fo cal purposes and in 1968, the province passed (LG 1968, p. 392), setting up a new three-m Mediation Commission to serve as a compulso tration board if the Cabinet thinks the public is threatened.

Says Mr. Peskett: **"Both labour and managem tell you that they are terribly concerned about th vention of government in industrial relations. Y labour and management find some way of sittin together and building up a continuing dialogue, just got to expect more and more governmen vention."**

Labour found unexpected support during 1970 November 1969 study, **Limitations and Attract British Columbia for Industry,** prepared by the C that was aimed at finding out why the provinc a larger secondary manufacturing base. The to of the province's labour unions and the frequ strikes were blamed by Eastern companies as reasons for staying out of the province. The C however, took care to point out that the pro labour troubles were not really all that bad. Fo of the past three years the B.C. strike record ha below the national average in terms of time lo work, the Council said.

A booklet published in November 1969, **Polic Priorities—A Perspective for the Industrial Devel of British Columbia,** was based on the research f of the 18-month "limitations and attractions" **"We recognize that the Council can and must an socio-economic environmental changes," Mr. admits. "Only in this way can it help the broad bu spectrum of management we represent to adjust it in relation to these changes, as well as establish p and formulate policies. This requires research."**

The Council has undertaken several research p Early in 1968 it prepared and distributed to its m ship **A Comparative Study of British Columbi Levels and Related Factors.** This was a first province. It completed also a study of 1969 wag ments in the province, and a survey of princi tracts expiring in British Columbia in 1970. I 1970 the Council released "A One-Day Look at cal and Vocational Training in British Columbi

1961 oil industry dispute, the Council very firmly the B.C. business community to take a strong against the "hot products" issue and the use of dary boycotts. "We felt it important that the unions l fail in their attempts to dictate where manage- should buy petroleum products," Mr. Peskett said. ever, we carefully and steadfastly avoided taking publicly in the dispute itself. In other words, we particular competency or desire to act as a judge."

eskett pointed out that in a highly export-oriented ce like British Columbia, where 80 per cent of ction is exported, the principal industries such as y and mining have always operated under a restraint in terms of the degree to which they can bow to excessive union demands. **"Even if some of our union friends dismiss it as a management cliché, we must surely be careful not to price ourselves out of world markets," he said.**

The labour movement, he believes, no doubt is complaining that employers have been banding together to resist labour's demands. "If indeed employers have stolen organized labour's tool of collectivism and solidarity in order to restore balance to bargaining in British Columbia, perhaps the unions should be given the credit. It's their song, not management's that has the line 'solidarity forever'."

# int consultation
# National Defence employees

**has been a major breakthrough in the field of management consultation. The Department of al Defence, in full co-operation with the employ- ons, and with the assistance of the Labour-Mana- Consultation Branch, Canada Department of , has developed a comprehensive labour-manage- elations committee system** that will bring all Ca- Forces bases and establishments under a nation- consultation program. About 35,000 employees esented by the new program.

gh other federal departments have their own of joint consultation, the new agreement repre- e first move to include all levels of union and ement, with the federal Labour Department's ranch acting as adviser.

tory meetings began several months ago be- Ken Green, National Secretary Treasurer of the f National Defence Employees which represents ority of DND personnel, and Bill Shuttleworth, Director General, Staff Relations, Department of National Defence. The parties then met with Ken DeWitt, head of the Labour Department's LMC Branch, his senior executive officer, Ron Mattey, and UNDE's Education Director, Julian Pezet, and formed a national "tripartite" consultation committee.

DeWitt and Mattey attended a training seminar of the union's National Executive and, as a result, were invited to assist in the project—which they agreed to do. This was followed by separate meetings with union and management to advise on procedure and structure, and to keep all participants informed of the background, workings and objectives of the proposed new system. Further meetings were held with Des Davidge, Business Manager of Local 2228 of the IBEW, his assistant, Jack Kearney, and representatives of the Professional Institute of the Public Service of Canada. At the same time, field

officers and regional supervisors of the LMC Branch attended UNDE-arranged seminars across the country to survey and discuss the whole joint consultation operation. This is regarded as the first stage in implementing joint consultation in DND. The second will be the interpretation of guidelines at the local level. And the third and final stage will be adoption of the mechanics of labor-management relations committee structure and use.

Explained Ken Green: **"The national committee is really a co-ordinating committee at headquarters level to make sure that the field committees will function effectively. What makes this unique is that the national committee comprising the three 'arms' is the first ever to be set up within the public service.** And we understand that other public service establishments are now seriously considering this approach. We can see a transition in the whole bargaining process in the public service."

The field committees will have basically the same objective as their counterparts in industry and business—namely, to provide a forum for resolving mutual problems away from the pressures and heat of the negotiation table and grievance process. Said Mr. Pezet: "We're getting a tremendous response from our local members. They want to get going with their committees right away. So it's vitally important that this committee does a firstclass organization job."

The new Canada-wide consultation system will involve committees at the local, regional and national levels, and both the DMD and UNDE are currently meeting with their respective field organizations. There could be as many as 140 local committees, and six at the regional level. It's expected that all the local committees will be in full operation this Spring.

Shuttleworth considers that one of the most important products of the new system will be the ability of labour and management to communicate with each other at their place of work. "There are hundreds of things that are capable of being solved locally—if there's a local forum. Otherwise they find their way into negotiations, and acts as irritants . . . It's in keeping with today's trend away from the adversary system, concentrating instead on co-operation for mutual benefit. This is the philosophy we're trying to establish."

**Shuttleworth was asked if the traditional milita of "command-obey" would be an inhibiting facto total acceptance of the labour-management phil "Military people," he replied, "have a better an understanding of the problems, morale and ambi their people than do their counterparts in the sector."** Labour-management committees are n to DND; a few "pioneer units" have been in e for up to 20 years, and they have proved their w

The Chief of Personnel, Vice-Admiral Ralph He D.S.C., C.D., explained: "Collective bargaining public service brought many problems to DND, least of which was its impact on the military m The great bulk of our 35,000 civilian employe for military officers commanding these bases a tions across the country. The task of these COs collective bargaining was relatively simple. Adm tive regulations were found in one comprehens ume, centrally interpreted in Ottawa. Now the manager may have anywhere from 12 to 20 collective agreements to administer and interpret these circumstances the requirement for mutual standing and co-operation is paramount.

"It appears to me," continued Hennessy, "that **labour-management consultation committee is th and perhaps the only vehicle, that is capable of f this mutual understanding. In the process it sh possible to resolve a myriad of problems in their and avoid resorting to the grievance procedure.** you have a grievance, surely you have a brea in the system. Joint consultation could be rega preventive maintenance."

He expressed the hope also that the system woul feedback, through both union and managemen nels, to pinpoint certain aspects of collective agre needing adjustment or correction at the next r negotiations. "Of one thing I'm sure. The mutual standing and respect that flow from intelligent op of these committees can have only one result— effective and productive organization."

# ployment fatalities

## h quarter, 1970

**were 174 employment fatalities in industry during rth quarter of 1970, according to initial reports ted to the Canada Department of Labour.**

parison, the final total number of fatalities re- for the fourth quarter of 1969 was 290—or 115 han the previously published total of 175 for that r (LG, May 1970, p. 368). In the third quarter 0, the revised figures indicate that there were 228 yment fatalities, 68 more than the previously ned total of 160 (LG, Feb., p. 111). These fatalities ed among persons gainfully employed, and hap- during the course of, or arose out of, their em- ent. They include also deaths resulting from in- l disease.

the fourth quarter of 1970, seven multi-fatality nts were reported, providing information on the of 26 workmen. Twelve lumberjacks were ed when their boat overturned in Lake L'Achigan, 240 miles northeast of Québec City. In Sudbury, wo workmen lost their lives in a blasting accident, explosion at a smelting company in Burlington, laimed the lives of another two employees. Two en died when a subway train backed over them a snowstorm in Toronto, and two workers in ver died of gas inhalation while trying to locate lem area in a pipeline. A captain and two fisher- ll members of the same family, were presumed ed when their ship was lost at sea near Lameque, Alberta, three truck drivers were instantly killed ck collision near Medicine Hat.

174 fatalities reported, **the largest number, 50, per cent, occurred in the construction industry** ble H, p. 356, for complete statistics). **Twenty-four ies occurred in manufacturing, 23 in transportation, mining, 14 in trade, 13 in public administration, restry, eight in service, four in fishing and three culture.** There were no fatalities reported in the industry, and five reports were received with rmation regarding industry.

Table H indicates that, for the seven age groups analyzed: 22.4 per cent of the fatalities occurred in the 25-34 age group; 20.1 per cent in the 45-54 age group; 16.1 per cent in the 35-44 age group; 13.2 per cent in the 20-24 age group; 12.7 per cent in the 55-64 age group; 3.5 per cent in the 14-19 age group; and 1.7 per cent in the 65 and over age group. For eighteen fatalities, or 10.3 per cent, no ages were given for the workmen involved.

**The occupational group of craftsmen incurred the largest number of fatalities with 44, or 25.3 per cent, of the total,** whereas no fatalities were recorded for clerical workers, and only one fatality in the farmers and farm workers group.

Table H indicates also that **26.4 per cent or 46 of the reported fatalities were the result of falls and slips. Another 25.3 per cent, 44 fatalities, resulted from collisions and derailments.** Being struck by an object caused 33 or 19.0 per cent of the fatalities, and getting caught in, on, or between resulted in yet another 22 or 12.6 per cent. Overexertion accounted for only two or 1.1 per cent of the total, and no fatalities were attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Prince Edward Island for the fourth quarter of 1970. The 174 fatalities were recorded by province as follows: one in Newfoundland, three in Nova Scotia, 15 in New Brunswick, 33 in Québec, 53 in Ontario, 13 in Manitoba, six in Saskatchewan, 20 in Alberta, 29 in British Columbia and one in the Yukon and Northwest Territories. A revised total of the number of fatalities that occurred in the fourth quarter of 1970 will be published in the August 1971 issue of The Labour Gazette.

# A countervailing force

**"A balance of bargaining power in the construct dustry can only be achieved in one of two ways, the unions become weaker, or the employers b stronger."** These alternative solutions were put fo by Donald Lanskail, President of the British Col Pulp and Paper Industrial Relations Bureau in dress to a labour relations session of the Ca Construction Association's annual conventi Toronto in January. Mr. Lanskail and four other ers described how construction companies in A British Columbia, Ontario and Québec have b together to bargain with unions.

Lanskail maintained that there is no sign that are weakening, and he called for the creation of a tervailing force by management in the construct dustry. "Employers must band together and crea tools they require for self-protection—collective ba ing expertise, strike insurance, lockout procedure very existence of an effective defence will have a tendency to make its use unnecessary." This front, he said, would enable contractors to have control over the level of wages, and help them to "featherbedding" and improve the efficiency of dustry. "Another potential benefit of a balanced tionship between the industry and unions would better climate, and a chance to develop more r ways of settling differences."

During 1970, Alberta, British Columbia and O enacted legislation providing for registration in A and accreditation in the other two provinces, of em ers organizations, conferring on such organizatio clusive bargaining rights on behalf of their me (LG, Feb. p. 100). Québec passed similar legi in 1969 (LG, Feb. 1970, p. 120). What follow descriptions of the experiences of management a tions in the four provinces.

### British Columbia

**The Construction Labour Relations Association o ish Columbia was accredited in July 1970 as the ex bargaining agent of its members.** "A broader fo accreditation—that is, one that would bind all em ers—was denied by the provincial Government grounds that this would eventually lead to a union shop throughout the province and would nate freedom of choice," reported CRLA Vice-Pre E. D. Sutcliffe, of Vancouver.

**Here is what Mr. Sutcliffe thinks that the CLR accomplished:** More than 660 contractors repres 75 per cent of the man-hours worked in B.C. con tion set aside their differences and joined the

ave achieved accreditation, although only partial. ave found that legislation, although important, is fective without the determination and desire of ntractors to put their house in order." Sutcliffe lso that the Association came through a three--long strike and lockout last summer with more ers at the end of it, "without capitulation to the s, and with good relationships with the unions s."

mitted that wage increases were large in the re- completed negotiations, but he asserted that the tage increases are not in excess of averages for facturing and service industries. "We have made in such matters as common expiry dates; multi- multi-employer bargaining, and uniformity in benefits and working conditions." And there is ssibility of an in-depth study, with the union and Government surveillance, of relative skills, train- rates of pay for various trades.

LRA clients have recognized the importance to ort-oriented economy of what is being done, with sult that we have attracted strong client support, portance of which I cannot over-emphasize." fe believes that the whole bargaining climate can anged by the CLRA and the building trades . "There will always be friction; there will always vances, arbitrations and maybe even strikes. But system must and can be worked out to reduce tion and short-circuit strikes."

c

**69 Québec legislation recognized two employee e employer associations for bargaining in the ial construction industry.** The construction asso- s are: The Québec Construction Federation; the c Housebuilders Association; the Québec Road rs Association; the Corporation of Master Electri- f Québec; and the Corporation of Master Pipe- nics of Québec.

ain problem seen in negotiations was that "five acting as spokesmen at the same bargaining table es not work," reported Raymond Dicaire, Vice- ent of the Québec Construction Federation. He that a way will be found to reduce the number spokesman.

**But management "came out of these negotiations with many gains," said Mr. Dicaire. They are: an average wage settlement of less than 6 per cent a year for the Montreal region; a three-year agreement that includes a no-strike clause; an almost complete elimination of jurisdictional disputes; a provincial agreement for all trades; and a standardization of working conditions and trade definitions** that allows a greater mobility for the employers in their operations and a stronger employer representation at the bargaining table.

Dicaire hopes, that, in the future, government intervention can be avoided in order to prevent the construction industry from becoming completely government controlled. He said that management realized that the size of the bargaining units involved, the importance of the economic impact of strikes and lockouts when large numbers of employees and employers are involved, "as well as a desire by government officials to go into sectorial negotiations in the province of Québec have been major reasons for these interventions." But a dictated settlement, he said, will certainly "not be in accordance with the desires of the parties."

Dicaire indicates that, among the five employers' groups, only the Québec Construction Federation has the structure, experience and representation necessary to validly and completely assume the role of construction industry spokesman in Québec. Therefore, a single representative for management should be recognized. "Another avenue that we should explore is the one of a separate organization that would deal strictly with labour relations and would not get involved at all in the other functions performed by the five present associations."

### Ontario

**The new Ontario law permits accreditation of employers' organizations for bargaining. "However, the physical mechanics of any body achieving accreditation is likely to take some considerable time and a great deal of organization,"** reported W. S. Burnside, President of the Ontario Federation of Construction Associations. He said that management in the Ontario construction industry is faced with the problem of how best to implement the law. He suggested three procedures: complete horizontal accreditation; complete vertical accreditation; or a combination of the two.

Horizontal accreditation, said Mr. Burnside, would mean that local associations would become accredited organizations in a given area for a number of trades. "A complete horizontal accreditation would mean that the bargaining for all trades in a given sector of the industry within a clearly defined area would be carried out by one single body." Vertical accreditation would mean that, in a given sector of industry, all trades would bargain separately with all employers throughout the province for a single province-wide contract for that trade. Vertical accreditation, Burnside said, would not necessarily mean identical wage rates or working conditions in each location. One basic agreement could govern a trade throughout the province, but have appropriate clauses and conditions for each area.

A combination of horizontal and vertical accred
could mean that employers of certain trades "w
at this time reasonably well organized would b
accredited bodies on a provincial basis and woul
out all bargaining for one particular trade on a p
cial basis, and that other trades, who are org
through local associations, would be handled
local associations becoming accredited for the
trades that were not able, or did not wish to p
with bargaining on a provincial basis."

**Burnside said that the Ontario Federation of Co
tion Associations is studying the three schemes
leaning to vertical accreditation. This is because e
ers associations dealing with such tradesmen as
ers, steamfitters, electricians and structural steel w
are well organized now.** Rather than lose this po
it would be better to organize other trades on a
basis, and to strengthen and integrate into pro
bargaining units some of the stronger trades tha
bargain at a local level. Consequently, accord
Burnside, "the apparent direction in which organi
for accreditation in the Province of Ontario sho
moving is in the direction of: having those emp
organizations, who are already organized on the p
cial basis, strengthen themselves to be complete
capable of representing their particular trade throu
the Province of Ontario" and having "employers
nizations who are not now ready for such pro
bargaining, commence immediately to organize
selves in such a manner as to achieve provincial a
tation for their own craft trades."

### Alberta

**Alberta's new legislation "covers all employers in
jurisdiction, without regard as to whether or no
hold membership in the registered association," re
Alberta Construction Association President E. S. E**
Accreditation in Alberta is called registration. Wh
law was passed, there was no vehicle that could
out multi-trade, multi-party bargaining. So the A
Construction Labour Relations Association was f
in October 1970. The present role of this assoc
is: to be the registered bargaining agent for
groups; to assist those groups who wish to be regi
as a provincial or local trade association to gain re
tion; and to assist in and co-ordinate all labour ne
tions that are currently being carried on in A
including the supplying of chairmen to nego
committees. Mr. Easton declared that the Associ
"role in the future will be that of the registered as
tion for all contractor groups in a multi-trade,
party negotiation, handling all matters of labou
tions for its members."

# ɔitration's impact Ontario hospitals

**ɑɒ's Hospital Labour Disputes Arbitration Act ɯeither be changed or abolished, say most unions ɦehospital industry.** They allege that compulsory rɨion has resulted in a reduction in the effectiven- ʃɲe collective bargaining process, protracted delays ɛting contracts, and an ever-expanding disparity ʋen hospital wages and those in other industries. ɲɛf these complaints are supported in a study by Otario Department of Labour of the impact of ɹitration act.

**At was passed in 1965 (LG 1965, p. 1176), follow- ɹoyal Commission inquiry into a strike at a Tren- Ot., hospital.** The legislation was designed to guar- ɾe ninterrupted hospital care by providing for com- ɔɔɹ arbitration. Despite the banning of strikes, strike ɹɹt and several short walkouts have occurred during ɒɑt two years.

ɨetwo years before arbitration, about half of the ɾɾents were made at the pre-conciliation stage and ɹt 5 per cent at the conciliation stage. Of the re- ɾɨg 25 per cent, half were settled by conciliation ɹɨand half in post-conciliation bargaining. Two ɛɔoccurred. In the three years after the act was ɛddisputes that went beyond the conciliation stage ɹɨɨd at about 20 per cent of the total. But since

August 1968, the number of contracts settled after the conciliation stage increased by about 15 per cent. Part of the reason for this was the budget guidelines set by the Ontario Hospital Services Commission.

The study shows, however, that **as of 31 July 1970, there were 80 opportunities for the same two parties to have more than one contract settled by arbitration. In 30 per cent of these cases, arbitration was used a second time.** "Compared to the incidence of arbitration for all disputes, this finding indicates that there is some increase in the likelihood of two parties resorting to arbitration once this method of dispute settlement has been used. It suggests also some long-term growth in the use of arbitration," the study says. The study indicates that wage rates seem to be the major reason why the parties resort to arbitration.

**Both employers and unions had objected to compulsory arbitration on the grounds that it would delay contract settlements. The study says that this has been the case.** The delays have been caused mainly by problems in selecting chairmen of arbitration boards, arranging hearings and executive sessions, and writing the awards. The significance of the delays is more apparent when looking at the duration of new contracts. Most awards said that the agreement would be for at least one year "from the date of its execution, rather than from the expiration of the previous agreement or the date that the hospital received the union's notice of desire of bargaining following certification. Consequently, the unions were forced to accept contract terms that were binding for a period of time considerably longer than one year."

An analysis of wages in the study showed that arbitration has not narrowed wage rate differentials in the hospital industry between economic regions, between major cities, within economic regions or within major cities. **"Intentionally or not, awards and voluntary settlements since 1965 have resulted in the maintenance or widening of wage rate differentials compared to those that existed prior to arbitration."**

When hospital wages are compared with industry wages, however, the study finds that "it is difficult to assign any direct or even indirect role to arbitration in changing the relationship of wages in hospitals to those in general industry. Between 1963 and 1969, most hospital employees obtained wage increases that matched or slightly exceeded the average increases won by employees in roughly comparable occupations in other industries. Also, it appears that during the same period, hospital increases were substantially larger than those for highly comparable non-hospital occupations in the hotel industry,"

# Price indexes

## Consumer, January

The consumer price index (1961 = 100) increased by 0.4 per cent to 130.3 in January from 129.8 per cent in December. This was the largest monthly rise since July 1970 and it brought the index to a level 1.6 per cent higher than that of a year ago. Between December and January, all major index components registered increases, with the exception of clothing, which declined in response to midwinter sales, and health and personal care, which was unchanged.

Among components that registered increases, **the food index advanced 0.7 per cent,** and the housing index increased 0.5 per cent because of higher shelter and household operation prices. The tobacco and alcohol index rose 0.5 per cent, mainly because of increased cigarette prices. Higher newspaper subscription rates were responsible for an increase of 0.4 per cent in the recreation and reading index. The transportation component advanced 0.2 per cent.

**The food index rose 0.7 per cent** to 126.5 from 125.6, and was 2.8 per cent below its level of a year ago. Restaurant meal prices increased 0.3 per cent, and the level of prices for food consumed at home increased 0.8 per cent.

Higher prices were recorded for many items—especially for beef, poultry and fresh produce. The retail price of beef rose 3.9 per cent, and of chicken, 4.3 per cent. Partially offsetting these increases, pork prices declined 1.8 per cent to reach their lowest level since 1965, and almost 20 per cent below that of a year ago. Among produce items, the price of vegetables and fruits increased 1.5 per cent. Higher quotations for cab potatoes, carrots, onions and celery outweighed cline for tomatoes. Higher prices for fresh fruits reductions on a number of canned fruits and Among staple foods, bread, butter and fresh milk recorded fractional increases, and egg prices de 1.2 per cent to a level nearly 28 per cent belo of a year ago. Among miscellaneous groceries powders rose in price 6.5 per cent and infants 2.9 per cent. Price increases of about 2 per cen registered for sugar, flour, cake, soup and chocolat soft drink prices advanced nearly 1 per cent.

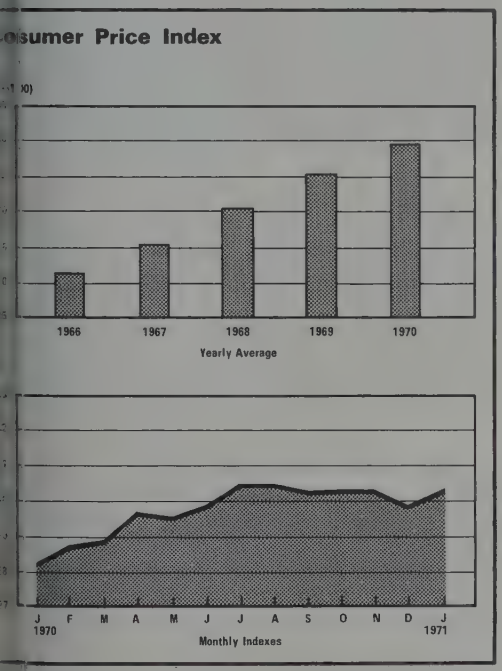
**The housing index increased 0.5 per cent** to 134. 133.4, and was 4.7 per cent above its January 197 Shelter prices advanced 0.7 per cent, with the hon nership element continuing to increase more than that for tenants. Home-ownership prices r per cent because of increases in mortgage interes new house prices and repairs. Rents advanced cent. The household operation component rose cent, mainly as a result of higher prices for floor ings and household services. Price increases of cent for linoleum and 0.9 per cent for carpets the floor coverings index up 1.3 per cent, its monthly increase since 1963.

**Among household services,** telephone prices inc 2.1 per cent as a result of rate changes in Ontar Québec. Higher wage rates for household help recorded in a number of cities. The fuel price advanced 0.5 per cent because of higher domes rates in Winnipeg and Montreal and increased prices in Vancouver. The household supplies ind unchanged as higher prices for scouring powd toilet paper offset specials on laundry dete bleaches and light bulbs. Price declines were re for furniture, 0.7 per cent; household textiles, cent; and utensils and equipment, 0.1 per cent.

**The clothing index declined 0.7 per cent** to 127. 127.9, and was 1.2 per cent higher than in January Price decreases of 1.1 per cent for men's wear, cent for women's wear, and 1.4 per cent for chi wear, reflected midwinter sales on many item men's wear, overcoats, sweaters and ski parka decreased by about 5 per cent; seasonal price redu caused a decrease of over 6 per cent for boys' and sports shirts. Sale prices for coats, skirt sweaters contributed to the reduction in the wo wear index. The piece goods index advanced cent due to higher prices for woollen dress m in Ottawa and Vancouver. The footwear index inc 0.1 per cent, but was 3.9 per cent higher than earlier.

**ansportation index rose 0.2 per cent** to 126.4 from .1 and was 3.0 per cent higher than it was a year .n increase of 0.3 per cent in the automobile ion component was caused mainly by a rise in he prices in some Ontario and Prairies cities. In blic transportation sector, inter-city train fares ed seasonally by 4.2 per cent; and local bus and res increased in Hull, Qué.

**lth and personal care index remained unchanged** ne December level of 140.7. Increases in dentists' British Columbia offset a general 0.2 per cent se in personal-care supplies prices. Among toiletry price declines for cleansing tissues, 2.5 per cent,




et soap, 0.7 per cent, outweighed price increases hpaste, 1.6 per cent, and razor blades, 0.4 per

**reation and reading index increased 0.4 per cent** from 133.6, and was 4.8 per cent higher than nary 1970. The latest increase was the result of pr cent rise in newspaper subscription prices, with elivery rates increasing in a number of cities rn and central Canada. Newspaper prices were ent above the January 1970 level.

**The tobacco and alcohol index advanced 0.5 per cent** to 127.0 from 126.4 because of an increase of 1.2 per cent in the tobacco component. It was 0.4 per cent higher than it was a year ago. Cigarette prices rose in all major Canadian cities. The average 1.3 per cent rise was attributable to higher manufacturers' selling prices.

### City consumer, January

**The consumer price index (1961 = 100) increased in seven regional cities and city combinations, was unchanged in two, and declined in one.** The movements ranged from a 0.3 per cent decline in Halifax to an increase of 0.5 per cent in Montreal and Toronto.

**In all cities except Saskatoon-Regina, food indexes increased.** Mixed movements were registered for housing indexes, and most clothing indexes declined as a result of midwinter sales. Seasonally higher train fares and price increases for automobile operation items resulted in increases in all transportation components. A 1.1 per cent advance in the Vancouver health and personal care index reflected increased dentists' fees; the health and personal care indexes for other cities registered minor advances and declines in response to price changes for toiletry items. All recreation and reading indexes were unchanged except in Montreal, where higher newspaper home delivery rates pushed the index up 0.8 per cent. Tobacco and alcohol indexes increased in all cities as higher manufacturers' selling prices for cigarettes were reflected in price increases at the retail level.

Other price index changes were: Montreal +0.6 to 124.4; Toronto +0.6 to 126.7; Winnipeg +0.5 to 126.8; St. John's +0.4 to 120.5; Vancouver +0.4 to 124.5; Ottawa +0.3 to 127.5; Edmonton-Calgary +0.2 to 126.4; Saint John unchanged at 122.6; Saskatoon-Regina unchanged at 121.6; Halifax –0.4 to 123.6.

### Wholesale

**The general wholesale index (1935-39 = 100) advanced 0.6 per cent in January to 285.6 from the revised December 1970 index of 283.9. It was 0.8 per cent lower than the January 1970 index of 287.8.** Six of the eight major group indexes were higher, and two declined.

The wood products group index rose 1.2 per cent in January to 377.7 from 373.4 on higher prices for newsprint, cedar and spruce. An increase of 1.1 per cent to 243.0 from 240.3 in the vegetable products group index was mainly attributable to price increases for sugar and its products, tobacco, bakery products, tea, coffee and cocoa and potatoes. Higher prices for livestock, fishery

products, fresh meats, and milk and its products were responsible for an increase of 1.0 per cent to 317.1 from 313.9 in the animal products group index. The textile products group index advanced 0.4 per cent to 257.8 from 256.8, mainly on higher prices for cotton fabrics. The iron products group index rose fractionally to 312.0 from 311.6, and the non-metallic minerals products group index to 221.5 from 221.3.

The non-ferrous metals group index declined 1.0 per cent to 259.9 from 262.5 on lower prices for copper and its products, and for lead and its products. The chemical products group index was down 0.3 per cent to 229.1 from 229.7 on price decreases for soap and detergents.

### U.S. consumer, January

**The United States consumer price index (1967 = 100), seasonally adjusted, rose 0.3 per cent in January, a smaller increase than in December, but the same as that recorded in November.**

The major price developments in January included declines in the cost of used cars, clothing and some grocery items. These were more than offset by increased prices for services of all kinds. Among the services whose increased the most were medical care, insurance maintenance, utilities and public transportation. of meat, fresh fruits and vegetables declined, an of eggs and dairy products increased.

The publication of the January index marked t time that the index had been calculated on th updated base of 1967 prices. For the last decade been based on prices in the years 1957-59. In the index on a more modern base, which is done 10 years, the Bureau of Labor Statistics recal some of the previously published figures so that cal comparisons are still possible.

### British retail, November

The British index of retail prices (16 January 1962 was 144.0 compared with 143.0 at October 20 an at 18 November 1969.

**Food:** The index for items of food whose price significant seasonal variations—home-killed lamb and smoked fish, eggs, fresh vegetables and fruit—was 132.0. and that for all other items was 145.0. Increases in the average prices of eg cuits, cakes, butter and chicken were partly of reductions in the average prices of lamb, beef an sel sprouts. The index for the food group as a was 142.4 compared with 141.4 in October.

**Alcoholic drink:** As a result of increases in the a price levels of beer and spirits, the index for the as a whole rose to 145.8 from 144.4 in October. To Increases in the prices of nearly all brands of cig were responsible for an increase of 1.5 per cent group index, which rose to 138.2 from 136.2 in O

**Transport and vehicles:** Mainly because of incre the average price levels of petrol and second-han the index for this group advanced to 137.6 from in October.

**Services:** Because of rises in the average levels of for services such as laundering, shoe repairing dressing and watch repairing, the index for the s group as a whole increased to 158.7 from 158.1 tober.

**Meals bought and consumed outside the home:** was an increase of 0.5 per cent in the averag of prices in this group. The index rose to 150. 149.9 in October.

four Atlantic provinces, the December claim load was more than double that of November. The relative increases were lowest in the three Prairie provinces.

More than 672,000 claimants were registered for unemployment insurance benefit at the end of December. This was 191,000 or 40 per cent more than at the end of November and 135,000 or 25 per cent more than a year ago. The November-to-December month-end increase is associated with the commencement of the seasonal benefit period. In 1969 there were 54 per cent more claimants registered at the end of December than one month earlier.

More than half of the claimants came on claim during the month, i.e. they were in the 1 to 4 weeks-on-claim category. Three-quarters of these were males. Males accounted for only 60 per cent of those who had been on claim for more than 4 weeks. Since the end of November the proportion of males rose from 64 per cent to 70 per cent of the claimant population. As with claims filed, proportionately large increases in the claimant population occurred in the Atlantic provinces.

The average weekly estimate of beneficiaries was 337,000 in December, 268,000 in November and 195,000 in December 1969. For these three months benefit payments were $60.2 million, $37.6 million and $33.1 million respectively. Average weekly benefit payments were: $35.74 in December; $35.00 in November and $33.86 in December 1969.

## ɔmployment
## surance report

ɔll of 356,000 initial and renewal claims for benefit ɛfiled in December. This represented an increase 13,000 or 75 per cent over the volume of claims d uring November. In 1969 there were 82 per cent rɛlaims filed in December than in November. The atr volume of initial claims can be attributed to ɔmmencement of the seasonal benefit period in ɛɔber. There were 55,000 or 18 per cent more claims d ı December this year than one year ago. In the

### mary Table

| | Dec. 1970 | Nov. 1970 | Dec. 1969 | Cumulative Data: January to Dec. 1970 | Cumulative Data: 12 months ending Dec. 1970 |
|---|---|---|---|---|---|
| | | (in thousands) | | | |
| ɪrɛ population at end of month | — | 5,626 | 5,638 | — | — |
| ıalınd renewal claims filed: | | | | | |
| Tıal | 356† | 204† | 301† | 2,261 | 2,261 |
| Initial | 272 | 148 | 231 | 1,679 | 1,679 |
| Renewal | 85 | 55 | 69 | 582 | 582 |
| ɪnts currently reporting to local offices | 672 | 480 | 537 | 541* | 541* |
| ɛfiaries (weekly average) | 337 | 268 | 195 | 385* | 385* |
| ɛk ɔompensated | 1,685 | 1,074 | 976 | 19,817 | 19,817 |
| ɛf paid | 60,239 | 37,583 | 33,060 | 695,222 | 695,222 |
| ɪra: weekly benefit | $35.74 | $35.00 | $33.86 | $35.08 | $35.08 |

ɔnly average.
ɛɔpancy between totals and subtotals due to rounding.

# Conciliation

During February the Minister of Labour appointed conciliation officers to deal with the following disputes:

National Harbours Board, Halifax, N.S., and International Longshoremen's Association, Local 1843 (Conciliation Officer: R. L. Kervin).

Defence Construction (1951) Limited, (employees at Nanaimo, B.C.) and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Defence Construction (1951) Limited, (employees at Courcelette, Qué.) and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Transports Desgagnés Inc., Charlevoix, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion).

Québec Cartier Mining Company, Port Cartier, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion).

The Newfoundland Broadcasting Company Limited (Radio and Television stations CJON, CJOX, CJCN) St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

CTV Television Network Ltd., Toronto, Ont., a
tional Association of Broadcast Employees and T
cians (Conciliation Officer: H. A. Fisher).

Robin Hood Flour Mills Limited, Saskatoon, Sas
Local P342, Canadian Food and Allied Workers
tered by Amalgamated Meat Cutters and B
Workmen of North America (Conciliation Offic
E. Koppel).

CKJL Radio-Laurentides Inc., St-Jérôme, Qué.,
Syndicat des Journalistes de Montréal Inc. (Co
tion Officer: S. T. Payne).

General Aviation Services Ltd., Winnipeg Intern
Airport and International Association of Machini
Aerospace Workers, Spitfire Lodge 741 (Conci
Officer: A. E. Koppel).

Bulk Carriers Limited, Cooksville, Ont., and G
Truck Drivers Union, Local 938, Teamsters, Chau
Warehousemen and Helpers, Local 880, and Tra
Drivers, Warehousemen and Helpers Union, Loc
(Conciliation Officer: K. Hulse).

The Canada Coach Lines Limited, Hamilton, On
Amalgamated Transit Union, Division 107 (Conci
Officer: H. A. Fisher).

National Harbours Board, Port of Québec, and B
hood of Railway, Airline and Steamship Clerks, F
Handlers, Express and Station Employees (repres
general operations, maintenance and cold storage
house employees) (Conciliation Officer: S. T. Pay

Canadian Pacific Air Lines, Limited, Vancouver
national Airport, and Lodge 764, International A
tion of Machinists and Aerospace Workers (Conci
Officer: D. H. Cameron).

Yukon Builders Exchange & Contractor's Asso
(representing Yukon Enterprises Ltd. and Yukon
Mix Company) Whitehorse, Y.T., and Building M
al, Construction and Fuel Truck Drivers Union,
213 (Conciliation Officer: G. W. Rogers).

p: Leaf Mills Limited, Medicine Hat, Alta., and P511, Canadian Food and Allied Workers, char- by the Amalgamated Meat Cutters and Butcher rmen of North America (Conciliation Officer: A. nklin).

h Wide Interior Maintenance Co. Ltd., Montréal, and Building Service Employees' Union, Local FL (Conciliation Officer: S. T. Payne).

i Shipping Ltd., Toronto, Ont., and Seafarers' In- ional Union of Canada (Conciliation Officer: K. ls).

ell Marine Limited, Niagara Falls, Ont., and Sea- International Union of Canada (Conciliation r: K. Hulse).

ur Ferries Ltd., Vancouver, B.C., and Canadian ant Service Guild (Conciliation Officer: G. W. es).

**tments by conciliation officers**

n Cartage and Storage (1962) Ltd., Edmonton, and Truckers, Cartagemen, Construction and ng Material Employees, Local 362 (Conciliation r: A. A. Franklin) (LG, April, p. 267).

Storage and Cartage Limited, Lethbridge, Alta., ruckers, Cartagemen, Construction and Building al Employees, Local 362 (Conciliation Officer: A. anklin) (LG, April, p. 267).

pian Transport Limited, Kelowna, B.C., and Gen- ruck Drivers and Helpers Union, Local 31, and al Teamsters Union, Local 181 (representing op- ir and maintenance employees) (Conciliation d: G. W. Rogers) (LG, March, p. 194).

pian Transport Limited, Kelowna, B.C., and Gen- Truck Drivers and Helpers, Local 31, and General sters Union, Local 181 (representing office and c. employees) (Conciliation Officer: G. W. Ro- ) LG, April, p. 268).

a an National Barge & Ferry Services, Okanagan B. C., and Canadian Merchant Service Guild iation Officer: G. W. Rogers) (LG, March, p.

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing clerical employees in accounting office, Vancouver, B.C.) (Conciliation Officer: D. H. Cameron) (LG, Feb., p. 122).

Boyd's Express Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. G. Dorion,) (LG, Feb., p. 122).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and International Union of Operating Engineers, Local 857 (Conciliation Officer: A. A. Franklin) (LG, Jan., p. 46).

Baton Broadcasting Limited (CFTO-TV) Agincourt, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 873 (Conciliation Officer: H. A. Fisher) (LG, Jan., p. 46).

**Conciliation boards appointed**

Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (LG, Feb., p. 122).

Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing flight attendant personnel) (LG, April, p. 267).

Channel Seven Television Limited (CJAY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (LG, March, p. 194).

**Conciliation boards fully constituted**

The Board of Conciliation and Investigation established in January to deal with a dispute between Federal Grain Limited, Manitoba Pool Elevators, National Grain (1968) Limited, Parrish & Heimbecker Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (LG, April, p. 268) was fully constituted in February with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Dr. Eric G. Taylor, Toronto, and union nominee Douglas Fisher, Kanata, Ont.

The Board of Conciliation and Investigation established in January to deal with a dispute between Northern Electric Company Limited (installation western region) and Communications Workers of America (LG, April, p. 268) was fully constituted with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee S. E. Dinsdale, Q.C., Toronto, and union nominee William Walsh, Hamilton.

#### Conciliation board reports received

Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (LG, Nov. 1970, p. 795). (Full text appears in Supplement No. 2, 1971).

Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. (dispatchers and crew clerks) and United Transportation Union (LG, Oct. 1970, p. 730). (Full text appears in Supplement No. 3, 1971).

#### Dispute lapsed

National Feeds Limited, Abbotsford, B.C., and Wholesale and Department Store Union, Local 4 Nov. 1970, p. 795).

#### Dispute settled after board procedure

Buffalo and Fort Erie Public Bridge Authori General Truck Drivers' Union, Local 879 (LG, p. 195).

#### Strike action

Canadian Broadcasting Corporation and Ca Union of Public Employees (There were walk employees located at various CBC centres acr country during the period February 4-19.) (LG p. 268).

# Certification

The Canada Labour Relations Board met for six days during February. It granted seven applications for certification and rejected four. During the month, the Board received eight applications for certification and one request for review of an earlier decision.

#### Applications for certification granted

Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees Montreal and Vicinity, Local 931, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of sales agents employed in Canada by Pan American World Airways Inc., Toronto, Ont. (LG, Mar., p. 193).

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of employees employed by Supravox Corporation Limitée, Montréal, Qué. (LG, Jan., p. 50).

Le Syndicat des Journalistes de Montréal Inc. on behalf of a unit of employees of CJTR Radio Rivières Limitée, Trois-Rivières, Qué. (LG, Jan.

International Union of Operating Engineers, Lo on behalf of a unit of loaders employed abo self-loading log barge "Island Forester" by Isla and Barge Limited, Vancouver, B.C. (LG, Feb., The application was granted to amend an certificate to include the employees applied f 1967, p. 642).

International Association of Machinists and Ae Workers on behalf of a unit of seven security pat employed at Vancouver International Airport b dian Pacific Air Lines, Limited, Vancouver, B.C Feb., p. 121).

Canadian Brotherhood of Railway, Transport an eral Workers on behalf of a unit of drivers,

kees and helpers employed by Maurice Guille-enc., St-Gregoire, Comté Nicolet, Qué. (LG, Mar., 3

ian Brotherhood of Railway, Transport and Gen-Workers on behalf of a unit of bus drivers employed ilways of Canada Limited, Willowdale, Ont. (LG, . 193).

**liations for certification rejected**

dicat des journalistes de Montréal Inc. (CSN), nt, and La Société d'Electronique Nortel Limitée, al, Qué., respondent (LG, Jan., p. 50). The appli-was rejected because the unit applied for is not riate for collective bargaining.

ydicat des Journalistes de Montréal Inc. (CSN), nt, and CJMS Radio-Montréal Limitée, al, Qué., respondent (LG, Jan., p. 50). The appli-was rejected because the applicant did not have bers a majority of the employees in the unit he Board found to be appropriate for collective ing.

dicat des Journalistes de Montréal Inc. (CSN), nt, and Radiodiffusion Mutuelle Limitée, al, Qué., respondent (LG, Jan., p. 50). The appli-was rejected because the applicant did not have bers a majority of the employees in the bargain-t which the Board found to be appropriate for ve bargaining.

ntional Association of Machinists and Aerospace s, applicant, Canadian Autocare Limited, Ot-nt., respondent, and Raymond J. Tugwell, et rveners, (LG, Apr., p. 266). The application was because it was not supported by a majority of employees affected in a representation vote con-by the Board.

**liations for certification received**

al Association of Broadcast Employees and ians on behalf of a unit of employees of CHLT herbrooke Ltée, Sherbrooke, Qué. (Investigating S. T. Payne).

al Association of Broadcast Employees and ians on behalf of a unit of employees of CHLT tée, Sherbrooke, Qué. (Investigating Officer: S. ye).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Western Terminals Limited, Cornerbrook, Nfld., engaged in the loading and unloading of railway cars and vessels (Investigating Officer: W. J. Gillies).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of RivTow Straits Limited, Vancouver, B.C., engaged in the operation of self-loading log barges (Investigating Officer: A. A. Franklin).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of railway operating employees employed by The British Yukon Railway Company, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

L'Association des pilotes et agents juniors on behalf of a unit of pilots and agents employed by Air Gaspé Inc., Havre de Gaspé, Qué. (Investigating Officer: R. Dorion).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters, carpenter apprentices and carpenter foremen employed in the Northwest Territories by A. V. Carlson Construction Ltd., Edmonton, Alta. (Investigating Officer: G. W. Rogers).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Metropolitain Provincial (1967) Inc., Montréal, Qué. (Investigating officer: S. T. Payne).

**Request for review under Sec. 61(2) of the Act**

The Board received a request from Le Syndicat des Employés de l'Aluminium du Canada Division Transport Port-Alfred seeking amendment of certain orders issued by the Board certifying it as bargaining agent of employees employed in various bargaining units at Port-Alfred, Qué. by Saguenay Terminals Limited/Terminus maritime du Saguenay Ltée (the employer now being Aluminium du Canada, Ltée).

# General topics

## Employment review

**Total employment in January, not adjusted for seasonality, was 7,668,000, a decrease of 123,000 from the December 1970 level.** This seasonal reduction was below normal because of strength in part-time employment, especially among women. Compared with January 1970, employment was 169,000 or 2.3 per cent higher. The actual estimates of unemployed persons (not seasonally adjusted) rose from 538,000 in December to 668,000 in January—an increase of 130,000—and a yearly increase of 183,000. The labour force increased by 7,000 to 8,336,000 in January and was 352,000 or 4.4 per cent higher than in January 1970.

The seasonally adjusted rate of unemployment fell from 6.6 in December to 6.2 in January; the unadjusted unemployment rate rose from 6.5 to 8.0. (Seasonal adjustment is an analytical method for removing the effects of normal seasonal fluctuations from the data.)

### Employment

**There was an increase of 44,000 in the number of persons employed in community, business and personal services.** Seasonal decreases were less than usual in agriculture, 11,000, and larger than usual in construction, 57,000. The reductions in trade, 52,000, transportation, communication and other utilities, 23,000, and manufacturing, 20,000, were about normal. Employment for women aged 25 and over increased by 11,000 between December and January. The seasonal declines in employment for men 25 years and over, 64,000, and for persons of both sexes, aged 14-24, 72,000, were both less than average.

Employment on a seasonally adjusted basis ad
1.4 per cent to 8,006,000. Most of the increase
part-time work. There were increases in all regio
an exceptionally strong advance, 3.8 per cent,
Atlantic region.

### Unemployment

**There was an increase of 130,000 in the nun
persons unemployed between December and Jan
absolute terms the increase was large, but in per
terms the rise was the smallest since Decembe
January 1959.** Compared with January 1970, une
ment among persons of both sexes, aged 14-24, in
by 78,000; among men 25 years and over, 81,0
among women 25 years and over, 25,000. The
percentage increase in total unemployment b
January 1970 and January 1971 was in Ontario fo
by the Prairie region, British Columbia and Q
The yearly increase in the Atlantic region was
smaller than in other regions.

The seasonally adjusted rate of unemployment d
from 6.6 in December to 6.2 in January, its lowe
since last May. The largest increase was amon
25 years and over. The Ontario rate continued
vance in January, and the rates for Canada and a
regions declined. The recent downward trend co
in January in the Prairie region and British Co
and resumed in January in the Atlantic regi
Québec.

## employment

**loyment in January was 5,400,000 compared with 00 in December.** The seasonally adjusted rate of loyment was 6.0 per cent compared with 6.2 per December on a revised annual computation; the rate of unemployment was 6.6 per cent compared 9 per cent in December. The civilian labour force 652,000.

## mployment insurance fund

**January 1971, 24,939 investigations were com-cross Canada.** Of these, 14,805 were on-premises stations and 1,670 were selective investigations to the fulfilment of statutory conditions. The re-g 558 formal investigations and 7,906 post audit stations concerned claimants suspected of making tatements to obtain benefits.

le disqualifications as a result of claimants making atements or misrepresentations numbered 3,028. ations were begun in 228 cases, all against claim-his does not include employer prosecutions con-by the Revenue Branch.

ne received by the Unemployment Insurance January totalled $54,522,611.09 compared with 2,049.92 in December and $55,878,447.94 in Jan-1970. **Benefits paid in January totalled 71,900.75 compared with $60,238,738.25 in De-and $76,500,419.58 in January 1970.** The balance Fund on 31 January 1971 was $441,985,470.73 ed with $473,175,760.39 in December and 0,447.52 at the end of January 1970.

## a' credits

**Consultation for National Defence employees,** 1. was extracted from an article published in **ork in Industry** by the Department's Labour-gment Consultation Branch.

**CCD and older workers,** p. 313, originated with tion on Older Workers, Manpower Utilization Department of Manpower and Immigration.

**ment fatalities,** p. 317, are prepared by the Sur-Division of the Department of Labour's Economics Research Branch. The fatalities covered in this involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage of such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

**Unemployment insurance report,** p. 325, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Certification before the CLRB,** p. 328, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation before the Minister of Labour,** p. 326, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

**Photos.** NFB: Cover, p. 295, 300, 303, 305, 307, 318, 319, 320, 324. ILO: p. 298. Andrews-Hunt Photography: p. 299. Murray Mosher: p. 309, 311, 312.

# Decisions of the umpire

**CUB 2992:** The claimant applied for unemployment insurance benefits, stating that he was last employed as a ship's carpenter. He had been working for four years, but was laid off when the ship was completed. About four months after he applied, the area office of the Commission sent a notice to the claimant, telling him to report to their office for an interview. By telephone, the claimant's representative told them that the claimant couldn't report as he was in hospital.

**The representative told them also that the claimant had entered a hospital in Canada one month after he was laid off; three months later, he was admitted to a hospital in the United States.** He added that the claimant would be returning to his home in Canada within two months.

The insurance officer notified the claimant that he was disqualified from receiving benefit for the following reason: **"Payment of benefit is suspended while you are resident out of Canada."** This decision resulted in an overpayment of benefits of $150.

In the appeal, the claimant's representative stated that, after his layoff, the claimant had become depressed, and that his illness may well have been the direct result of his unemployment and was most certainly accentuated by it. The claimant underwent a series of treatments in the psychiatric ward of the hospital. He continued on a program of prescribed medicine at home, but it became apparent that his condition was not greatly improved. The cure to the claimant's illness did not seem feasible without a treatment plan that recognized his religious needs. Such a treatment was not available in Canada, and this is the reason why he was admitted to a U.S. hospital that was not just a religious treatment centre but also a recognized institution for the mentally ill.

While in the Canadian hospital, and afterward at the claimant's report cards to the Commission wer out with the notation "sick," and were signed b and this procedure was followed when he was ferred to the U.S. The claimant, his family, a friends always considered that the claimant's res was in Canada. According to his representati dictionary defined the word "resident" as "a pers resides or dwells in a place for a considerabl makes one's home, lives," and he contended, the that this definition did not apply to the claimant porary stay in the U.S. hospital.

By a majority, **the board concluded that the cl had not established entitlement to benefits while ing outside" Canada. The board dismissed the and the claimant appealed to the Umpire.**

The umpire said: "The determination of this ca pends on the answer to the question whether the ant was 'resident, whether temporarily or perma out of Canada,' within the meaning of Sec. 64 Act. The word 'resident' is the principal word. The 'temporarily' and 'permanently' are dependent that principal word. For the section to apply, ther first of all be the fact of residence. The use of th 'temporarily' does not do away with the esser residence, for a person may have a temporary res with or without a permanent residence. For ex a person with a permanent residence in Ottaw also have a summer home in the country or a residence in Florida.

"We must therefore look to see what is the m of 'resident' as used in Sec. 64. The word is not d in the Act, and there is no indication in the A the significance of the word is to be determi reference to any particular facts or circumstanc to be construed according to its natural and or import.

**"In ordinary parlance, one does not speak of tre in a hospital for a temporary period of treatment a 'resident' there. I do not think that such a sta hospital comes within the meaning of the word i 64.** The patient necessarily eats and sleeps th reason of his illness and treatment, but that a not sufficient to constitute residence in that sitt as ordinarily understood. The present claimant h home and residence in a Canadian community a not become 'resident' in either hospital . . . Conseq Sec. 64 does not apply to disqualify the claiman receiving benefit.

really disposes of the case, for the claimant had e entitled to receive benefit, and, subsequently, otherwise so entitled, became incapacitated by of illness, and hence comes within Sec. 66 of t, which obviously dispenses with the require- f proving capability and availability for work.

milar reasons, Sec. 169(1) of the regulations does aply to the claimant's situation, for that section ded, too, on residence out of Canada. Availability rk is also the criterion in that section and it is sly not a criterion that is applicable to persons spital.

"I am aware that, hitherto, as set forth in ... the Insurance Adjudication Manual, a claimant leaving Canada for treatment outside of Canada while ill has been said to be subject to disqualification under Sec. 64 of the Act and not entitled to relief under Sec. 66. But in my opinion, that instruction is founded on a misinterpretation of the word 'resident' in Sec. 64. I must give the word the meaning that I think it has, and not perpetuate an error in interpretation in the manual."

**The umpire therefore ruled that the appeal should be allowed and the disqualification removed.**

# lway itration

ases were dealt with by the Canadian Railway of Arbitration on 12 January 1971. Grievances llowed in two cases and dismissed in the other

**o. 256. Dispute between CN and the Canadian hrhood of Railway, Transport and General Workers scipline assessed to a motorman.**

orman was told to deliver a shipment to a retail e. The employees of the store's automotive division n strike, but not the employees of the furniture thing division. The motorman refused to deliver ment, he would have had to cross a picket line. assessed 20 demerit marks for refusing to comply s supervisor's instructions.

bitrator said that only if there was risk of harm motorman was he justified in refusing to make ivery. The motorman said that he had received ning telephone calls asking whether he would be g the picket line, and telling him that he would cab" if he did. The arbitrator decided that "the violence to himself or his family seems quite not to have been the most compelling reason refusal to do his job ... it was a matter of surmise mething might happen as the result of some fied but surely unlawful conduct on the part of nknown person." He dismissed the grievance.

**Case No. 257. Dispute between CN and the Canadian Brotherhood of Railway Transport and General Workers over language qualifications in an advertised position.**

A position of motorman was advertised, containing the requirement that the applicant be able to deal with customers in English and French. The union said that this discriminated against senior unilingual employees and that the position should be re-advertised without the language requirement. The arbitrator said: "There was a valid business justification for requiring the successful applicant for the job to have that ability. The decision was a proper response to the needs of the community and to particular requests that had been made. The question to be determined is whether the company was entitled unilaterally to impose this as a requirement for the job."

The arbitrator stated that the requirement for language ability went beyond what might properly be required for an applicant for a motorman's position. "To require of a motorman that he be able to deal with customers in both French and English is, in my view, to impose a substantial additional qualification, and one that may well be said to amount to a change in the classification itself—or at least to take the particular job out of the agreed classification."

In reality, the company proposed a change or revision in the classification, and such changes should be subject to agreement between the company and the union. The arbitrator allowed the grievance, but he asked that the job be rebulletined without the language qualification. "If such ability is required, however, that is a matter to be negotiated pursuant to the agreement."

**Case No. 258. Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over an appointment to a clerk's position.**

The grievor had worked as a Clerk Grade II for many years, but his position had been abolished. Subsequently he worked in a number of positions, in most cases unsuccessfully. When another clerical position opened up, the person chosen for the job was junior in service to the grievor. Upon reviewing the evidence, the arbitrator agreed that the grievor "was apparently qualified for the job in question. Being the senior applicant, he was therefore entitled to the assignment, and to a of up to 30 days in which to demonstrate his to perform it." He therefore allowed the grievan

**Case No. 259. An ex parte dispute between CP E the United Transportation Union over the co refusal to supply sleeping accommodation for son men.**

The company argued that the case was not arb as it had been brought to arbitration and the drawn. The union asked for a hearing of the but two weeks later it withdrew the request. Two afterward, the union asked for another heari arbitrator said: "In the instant case, the matt whether for good reasons or bad, finally determ the action of the union in withdrawing it from tion. There is no jurisdiction to list the matter f tration again in these circumstances. Accordingly not proceed further in the matter, and the gr must be dismissed.

# Publications in the library

**List No. 266**

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

### Arbitration, industrial

■ **No. 1—Brady, James Joseph.** The evolution of arbitration principles dealing with layoffs related to production efficiency. [Ann Arbor, Mich., University Microfilms, 1970] 304p. Thesis (Ph. D.)—University of Notre Dame, 1969.

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## Labour Statistics

| Principal Items | Date | Amount | Percentage Change From Previous Month | Pr |
|---|---|---|---|---|
| | | (in thousands) | | |
| TOTAL CIVILIAN LABOUR FORCE* | | | | |
| Week ended January 16, 1971 | | 8,336 | + 0.1 | |
| Employed | | 7,668 | − 1.6 | |
| Agriculture | | 438 | − 2.4 | |
| Non-agriculture | | 7,229 | − 1.5 | |
| Paid workers | | 6,710 | − 1.6 | |
| At work 35 hours or more | | 5,997 | − 3.6 | |
| At work less than 35 hours | | 1,357 | + 2.5 | |
| Employed but not at work | | 314 | +26.1 | |
| Unemployed | | 668 | +24.2 | |
| Atlantic | | 66 | +22.2 | |
| Québec | | 234 | +18.8 | |
| Ontario | | 201 | +37.7 | |
| Prairie | | 85 | +19.7 | |
| British Columbia | | 82 | +17.1 | |
| Without work and seeking work | | 611 | +23.4 | |
| On temporary layoff up to 30 days | | 57 | +32.6 | |
| INDUSTRIAL EMPLOYMENT (1961 = 100)† | December | 125.7 | − 1.5 | |
| Manufacturing employment (1961 = 100)† | December | 120.6 | − 0.1 | |
| IMMIGRATION | 1st 9 mos. 1970 | 113,323 | — | |
| Destined to the labour force | 1st 9 mos. 1970 | 60,022 | — | |
| STRIKES AND LOCKOUTS | | | | |
| Strikes and lockouts | February | 61 | +35.6 | |
| No. of workers involved | February | 25,616 | + 3.6 | |
| Duration in man days | February | 176,980 | −13.9 | |
| EARNINGS AND INCOME | | | | |
| Average weekly wages and salaries (ind. comp.)† | December | 128.29 | − 1.2 | |
| Average hourly earnings (mfg.)† | December | 3.15 | + 1.9 | |
| Average weekly hours paid† | December | 38.7 | − 3.0 | |
| Average weekly wages (mfg.)† | December | 122.14 | − 0.9 | |
| Consumer price index (1961 = 100) | January | 130.3 | + 0.4 | |
| Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ | November | 127.5 | + 0.9 | |
| Total labour income (Millions of dollars)† | December | 4,066.0 | + 1.2 | |
| INDUSTRIAL PRODUCTION† | | | | |
| Total (average 1961 = 100) | January | 172.4 | + 1.1 | |
| Manufacturing | January | 168.0 | + 1.7 | |
| Durables | January | 185.8 | + 2.8 | |
| Non-durables | January | 153.8 | + 0.6 | |
| NEW RESIDENTIAL CONSTRUCTION** | | | | |
| Starts | January | 7,847 | −52.4 | |
| Completions | January | 9,620 | − 4.3 | |
| Under construction | January | 121,873 | − 1.6 | |

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bu Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

## es


-3—Labour Force

Labour Income

7—Employment, Hours and Earnings

4—Unemployment Insurance

-2—Prices

-4—Strikes and Lockouts

loyment Fatalities


# Labour Force

### -1—Regional Distribution, Week Ended January 16, 1971

| | Canada | Atlantic | Québec | Ontario | Prairies | B.C. |
|---|---|---|---|---|---|---|
| | | | (in thousands) | | | |
| LABOUR FORCE | 8,336 | 644 | 2,341 | 3,146 | 1,335 | 870 |
| le | 5,621 | 442 | 1,590 | 2,081 | 918 | 590 |
| Women | 2,715 | 202 | 751 | 1,065 | 417 | 280 |
| 4- years | 774 | 59 | 222 | 268 | 150 | 76 |
| 0- years | 1,270 | 132 | 394 | 424 | 201 | 119 |
| 5- years | 3,602 | 245 | 1,031 | 1,402 | 528 | 394 |
| 5- years | 2,497 | 192 | 649 | 978 | 417 | 262 |
| 5 ars and over | 193 | 15 | 46 | 75 | 39 | 19 |
| LOYED | 7,668 | 578 | 2,107 | 2,945 | 1,250 | 788 |
| le | 5,103 | 384 | 1,405 | 1,935 | 855 | 524 |
| Women | 2,565 | 194 | 702 | 1,010 | 395 | 264 |
| griculture | 438 | 21 | 82 | 118 | 200 | 18 |
| o agriculture | 7,229 | 557 | 2,025 | 2,828 | 1,050 | 770 |
| rial Workers | 6,710 | 510 | 1,859 | 2,661 | 968 | 713 |
| le | 4,338 | 333 | 1,220 | 1,701 | 617 | 467 |
| Women | 2,373 | 177 | 639 | 960 | 351 | 246 |
| MLOYED | 668 | 66 | 234 | 201 | 85 | 82 |
| le | 518 | 58 | 185 | 146 | 63 | 66 |
| o en | 150 | * | 49 | 55 | 22 | 16 |
| O'S NOT IN LABOUR FORCE | 6,886 | 749 | 1,988 | 2,346 | 1,105 | 698 |
| le | 1,920 | 248 | 543 | 629 | 310 | 190 |
| o en | 4,966 | 501 | 1,445 | 1,717 | 795 | 508 |

th 10,000. Source: Labour Force Survey, DBS.

## Table A-2—Age, Sex and Marital Status, Week Ended January 16, 1971

| | Total | 14-19 Years All Persons | 20-64 Years Men Married | 20-64 Years Men Other | 20-64 Years Women Married | 20-64 Years Women Other | 65 and |
|---|---|---|---|---|---|---|---|
| | (in thousands) | | | | | | |
| POPULATION 14 YEARS OF AGE AND OVER* | 15,222 | 2,522 | 4,283 | 1,241 | 4,407 | 1,176 | |
| LABOUR FORCE | 8,336 | 774 | 4,061 | 977 | 1,524 | 807 | |
| Employed | 7,668 | 645 | 3,794 | 822 | 1,462 | 763 | |
| Unemployed | 668 | 128 | 267 | 156 | 62 | 44 | |
| NOT IN LABOUR FORCE | 6,886 | 1,748 | 222 | 264 | 2,884 | 369 | |
| PARTICIPATION RATE† | | | | | | | |
| 1971 January 16 | 54.8 | 30.7 | 94.8 | 78.7 | 34.6 | 68.6 | |
| 1970 December 12 | 54.8 | 31.2 | 95.0 | 78.6 | 34.4 | 68.0 | |
| UNEMPLOYMENT RATE‡ | | | | | | | |
| 1971 January 16 | 8.0 | 16.5 | 6.6 | 16.0 | 4.1 | 5.5 | |
| 1970 December 12 | 6.5 | 13.5 | 5.2 | 12.8 | 3.3 | 4.7 | |

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Ter
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
Source: Labour Force Survey, DBS.

## Table A-3—Unemployed, Week Ended January 16, 1971

| | January 1971 | December 1970 | J |
|---|---|---|---|
| | (in thousands) | | |
| TOTAL UNEMPLOYED | 668 | 538 | |
| On temporary layoff up to 30 days | 57 | 43 | |
| Without work and seeking work | 611 | 495 | |
| Seeking: | | | |
| Full-time work | 586 | 470 | |
| Part-time work | 25 | 25 | |
| Under 1 month | 130 | 124 | |
| 1-3 months | 256 | 203 | |
| 4-6 months | 117 | 84 | |
| More than 6 months | 108 | 84 | |

Source: Labour Force Survey, DBS.

# Labour Income

## Table 3-1—Estimates of Labour Income, by Industry‡‡

| Month | Mining | Manufacturing | Transportation Communication and Public Utilities** | Forestry | Construction | Trade | Finance, Services (including Government) | Supplementary Labour Income | Totals†† |
|---|---|---|---|---|---|---|---|---|---|
| | Monthly Totals | | | | | | | | |
| | (millions of dollars) | | | | | | | | |
| Total | 765 | 8,898 | 3,402 | 423 | 2,660 | 4,037 | 9,708 | 1,688 | 31,907 |
| Total | 846 | 9,517 | 3,830 | 453 | 2,771 | 4,402 | 11,266 | 1,835 | 35,275 |
| Total | 919 | 10,167 | 4,106 | 434 | 2,855 | 4,847 | 12,755 | 2,035 | 38,493 |
| Total | 959 | 11,258 | 4,575 | 468 | 3,112 | 5,482 | 14,734 | 2,234 | 43,203 |
| Total | 1,127 | 11,833 | 4,925 | 468 | 3,410 | 5,990 | 16,412 | 2,430 | 47,043 |
| December | 86.8 | 963.8 | 384.3 | 37.6 | 242.8 | 495.1 | 1,293.5 | 176.1 | 3,703.7 |
| January | 88.3 | 961.8 | 380.6 | 37.2 | 242.4 | 477.3 | 1,307.0 | 173.8 | 3,688.5 |
| February | 90.3 | 966.1 | 382.8 | 38.9 | 245.4 | 478.1 | 1,310.4 | 197.3 | 3,729.5 |
| March | 92.3 | 973.0 | 386.7 | 33.5 | 245.5 | 483.7 | 1,318.2 | 206.4 | 3,758.9 |
| April | 89.6 | 975.0 | 393.4 | 29.4 | 252.7 | 489.7 | 1,329.1 | 204.6 | 3,790.0 |
| May | 92.3 | 988.0 | 406.5 | 32.5 | 254.4 | 494.4 | 1,352.2 | 211.2 | 3,865.4 |
| June | 94.7 | 1,013.9 | 415.5 | 38.2 | 296.3 | 507.2 | 1,381.2 | 207.9 | 3,994.8 |
| July | 95.6 | 990.2 | 420.6 | 42.9 | 306.9 | 501.3 | 1,381.1 | 409.1 | 3,995.2 |
| August | 96.8 | 1,010.3 | 424.6 | 44.6 | 319.1 | 494.3 | 1,382.6 | 208.8 | 4,033.9 |
| September | 95.8 | 1,011.1 | 425.0 | 45.8 | 333.7 | 503.8 | 1,394.9 | 205.4 | 4,060.6 |
| October* | 97.0 | 1,006.5 | 427.6 | 45.6 | 332.5 | 510.5 | 1,409.7 | 205.4 | 4,063.1 |
| November† | 96.7 | 998.6 | 437.0 | 41.9 | 309.5 | 520.4 | 1,416.8 | 197.4 | 4,061.6 |
| December‡ | 97.1 | 989.0 | 423.0 | 37.5 | 260.1 | 528.3 | 1,425.1 | 211.9 | 3,980.3 |
| **Seasonally Adjusted** | | | | | | | | | |
| Total | 765 | 8,898 | 3,402 | 423 | 2,660 | 4,037 | 9,708 | 1,688 | 31,907 |
| Total | 846 | 9,517 | 3,830 | 453 | 2,771 | 4,402 | 11,266 | 1,835 | 35,275 |
| Total | 919 | 10,167 | 4,106 | 434 | 2,855 | 4,847 | 12,755 | 2,035 | 38,493 |
| Total | 959 | 11,258 | 4,575 | 468 | 3,112 | 5,482 | 14,734 | 2,234 | 43,203 |
| Total | 1,127 | 11,833 | 4,925 | 468 | 3,410 | 5,990 | 16,412 | 2,430 | 47,043 |
| December | 88.1 | 982.2 | 386.9 | 41.7 | 280.5 | 486.1 | 1,292.0 | 195.7 | 3,785.5 |
| January* | 89.0 | 980.2 | 393.4 | 41.5 | 288.5 | 488.3 | 1,317.4 | 198.3 | 3,828.9 |
| February* | 89.5 | 981.4 | 400.2 | 43.4 | 292.2 | 491.5 | 1,323.0 | 199.3 | 3,853.1 |
| March* | 91.1 | 980.9 | 401.9 | 44.2 | 287.3 | 494.8 | 1,323.8 | 200.1 | 3,856.7 |
| April* | 92.0 | 981.9 | 406.9 | 44.4 | 273.8 | 495.0 | 1,340.0 | 200.1 | 3,866.7 |
| May* | 92.7 | 981.8 | 406.2 | 34.7 | 263.7 | 493.7 | 1,344.3 | 199.5 | 3,849.4 |
| June* | 92.9 | 998.9 | 405.8 | 34.1 | 271.2 | 496.3 | 1,361.3 | 201.2 | 3,894.6 |
| July* | 94.1 | 991.0 | 407.6 | 35.5 | 272.7 | 494.0 | 1,383.2 | 201.4 | 3,912.2 |
| August* | 95.8 | 1,000.6 | 408.6 | 36.6 | 275.9 | 494.8 | 1,382.1 | 203.1 | 3,931.3 |
| September* | 96.4 | 989.5 | 413.6 | 36.9 | 289.6 | 503.6 | 1,392.1 | 204.6 | 3,959.9 |
| October* | 97.7 | 993.3 | 422.1 | 38.4 | 298.5 | 507.9 | 1,405.3 | 207.4 | 4,004.6 |
| November* | 97.0 | 992.9 | 432.8 | 37.2 | 296.1 | 511.3 | 1,412.0 | 205.5 | 4,018.9 |
| December* | 98.6 | 1,010.6 | 425.9 | 40.9 | 300.5 | 518.7 | 1,427.6 | 209.6 | 4,066.0 |

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the provincial columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

# C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at Nov 1970 employers in the principal non-agricultural industries reported a total employment of 3,783,426. Table C-3 gives estimates o employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports f somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of ho work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the rep firms.

## Table C-1—Employment, Payrolls and Weekly Wages and Salaries

| Year and Month | Industrial Composite‡ | | | Manufacturing | | |
|---|---|---|---|---|---|---|
| | Index Numbers (1961 = 100) | | | Index Numbers (1961 = 100) | | |
| | Employment | Average Weekly Wages and Salaries | Average Weekly Wages and Salaries | Employment | Average Weekly Wages and Salaries | A W S |
| | | | $ | | | |
| AVERAGE | | | | | | |
| 1965 | 114.3 | 116.3 | 91.01 | 117.2 | 116.2 | |
| 1966 | 120.7 | 123.1 | 96.34 | 123.5 | 122.8 | |
| 1967 | 122.6 | 131.4 | 102.83 | 123.1 | 130.6 | |
| 1968 | 122.7 | 140.4 | 109.88 | 122.1 | 140.3 | |
| 1969 | 126.9 | 150.3 | 117.63 | 125.2 | 150.7 | |
| 1969—November | 130.1 | 155.2 | 121.42 | 126.4 | 156.0 | |
| December | 126.5 | 149.4 | 116.89 | 123.3 | 150.2 | |
| 1970—January | 124.4 | 157.3 | 123.08 | 122.5 | 158.5 | |
| February | 124.3 | 158.7 | 124.14 | 122.6 | 159.6 | |
| March | 124.2 | 158.2 | 123.79 | 122.6 | 159.5 | |
| April | 124.5 | 160.4 | 125.53 | 122.3 | 161.2 | |
| May | 126.7 | 161.0 | 126.07 | 122.8 | 162.3 | |
| June | 129.6 | 162.5 | 127.17 | 125.5 | 163.3 | |
| July | 128.6 | 162.3 | 127.02 | 122.1 | 161.7 | |
| August | 130.9 | 163.7 | 128.11 | 126.4 | 163.2 | |
| September | 129.6 | 164.8 | 128.94 | 123.7 | 164.3 | |
| October* | 129.0 | 166.4 | 130.22 | 122.5 | 166.4 | |
| November† | 127.6 | 166.0 | 129.91 | 120.7 | 167.1 | |

*Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; fi insurance and real estate, service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

## C-2—Area Summary of Employment and Average Weekly Wages and Salaries

| IO! AND PROVINCE | Employment Index Numbers[a] | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | November 1970 | October 1970 | November 1969 | November 1970 | October 1970 | November 1969 |
| | (1961 = 100) | | | | | |
| tic Region | 121.8 | 124.5 | 120.5 | 109.04 | 109.23 | 101.01 |
| e Foundland | 126.1 | 131.9 | 122.4 | 119.92 | 120.55 | 111.14 |
| ri e Edward Island | 141.1 | 147.9 | 132.8 | 83.88 | 92.67 | 82.76 |
| ·ou Scotia | 118.1 | 118.5 | 118.5 | 106.88 | 107.42 | 97.99 |
| ·e Brunswick | 121.5 | 124.6 | 120.5 | 106.87 | 106.37 | 99.71 |
| ec | 120.1 | 121.4 | 122.2 | 125.88 | 126.00 | 118.41 |
| :o | 131.6 | 132.2 | 134.3 | 134.31 | 134.75 | 125.21 |
| : egion | 125.6 | 128.2 | 128.6 | 124.51 | 125.14 | 115.12 |
| la toba | 117.6 | 119.7 | 120.6 | 117.63 | 117.81 | 108.57 |
| asatchewan | 114.0 | 116.4 | 116.9 | 117.25 | 118.47 | 110.39 |
| lb·ta | 137.0 | 140.1 | 140.2 | 131.96 | 132.69 | 121.51 |
| olumbia | 141.0 | 142.7 | 142.4 | 142.27 | 142.46 | 134.23 |
| ATA | 127.6 | 129.0 | 130.1 | 129.91 | 130.22 | 121.42 |
| AJ AREAS | | | | | | |
| ohn's | 139.3 | 139.9 | 137.6 | 102.13 | 103.07 | 93.87 |
| a ax | 122.2 | 121.1 | 126.0 | 107.89 | 109.41 | 99.99 |
| ·cey | 91.6 | 93.4 | 91.3 | 116.13 | 114.77 | 101.43 |
| ·cton | 146.4 | 143.0 | 143.1 | 98.37 | 101.32 | 95.91 |
| ai John | 114.9 | 115.3 | 113.6 | 109.63 | 110.08 | 99.47 |
| hibutimi | 115.3 | 115.7 | 113.6 | 143.58 | 145.59 | 134.55 |
| ·ort real | 121.3 | 122.2 | 124.5 | 128.48 | 128.38 | 119.13 |
| ·uebec | 128.7 | 129.0 | 121.8 | 113.50 | 114.19 | 104.63 |
| ·a inigan | 97.5 | 97.6 | 94.4 | 130.51 | 130.86 | 119.48 |
| ·erbrooke | 111.4 | 113.7 | 118.6 | 110.96 | 110.53 | 100.86 |
| ·c-Rivières | 112.7 | 115.2 | 117.8 | 122.11 | 120.84 | 113.48 |
| ·tawa-Hull | 142.8 | 143.3 | 142.3 | 122.66 | 122.59 | 113.53 |
| ·el ville | 126.2 | 129.6 | 130.8 | 114.64 | 114.46 | 107.07 |
| ·a pton | 258.1 | 306.6 | 292.3 | 133.04 | 130.80 | 125.87 |
| ·a ford | 128.6 | 126.3 | 139.4 | 120.15 | 118.52 | 110.28 |
| ·der Bay | 132.2 | 129.8 | 126.1 | 130.24 | 128.94 | 119.70 |
| ·uoh | 138.2 | 140.0 | 144.2 | 125.77 | 125.11 | 114.96 |
| ·anlton | 124.6 | 124.7 | 125.7 | 137.82 | 140.81 | 127.58 |
| ·inston | 122.7 | 123.5 | 128.7 | 123.55 | 122.24 | 114.81 |
| ·ifener | 154.2 | 154.5 | 159.1 | 118.21 | 118.94 | 111.79 |
| ·ron | 124.7 | 124.5 | 128.6 | 121.71 | 123.99 | 115.13 |
| ·iaura Falls | 117.6 | 124.1 | 109.6 | 126.20 | 125.27 | 116.55 |
| ·sawa | 86.5 | 85.6 | 146.3 | 140.91 | 140.40 | 140.15 |
| ·etoborough | 143.0 | 142.9 | 148.9 | 135.77 | 134.57 | 126.38 |
| ·ria | 131.0 | 131.2 | 145.3 | 162.86 | 164.07 | 155.19 |
| ·ult Ste. Marie | 127.1 | 126.9 | 109.5 | 154.36 | 152.29 | 136.58 |
| ·dbury | 135.8 | 134.8 | 125.1 | 167.14 | 167.37 | 146.49 |
| ·atharines | 113.4 | 113.7 | 145.9 | 132.58 | 135.66 | 133.68 |
| ·mins | 71.1 | 72.1 | 71.5 | 118.74 | 118.48 | 111.90 |
| ·ronto | 136.9 | 136.9 | 138.5 | 137.01 | 137.03 | 127.10 |
| ·el nd | 115.5 | 116.7 | 111.1 | 153.45 | 152.97 | 140.32 |
| ·ir sor | 151.1 | 151.1 | 157.2 | 152.07 | 154.53 | 144.48 |
| ·ir ipeg | 121.8 | 123.5 | 125.8 | 110.23 | 110.40 | 102.41 |
| ·gina | 119.6 | 121.9 | 120.8 | 112.80 | 113.04 | 105.55 |
| ·skatoon | 134.1 | 135.4 | 140.2 | 110.34 | 111.59 | 102.87 |
| ·dbury | 147.1 | 148.5 | 151.6 | 130.05 | 130.18 | 121.16 |
| ·monton | 142.6 | 146.5 | 150.1 | 123.99 | 124.79 | 115.49 |
| ·ncouver | 141.8 | 142.7 | 146.0 | 137.67 | 137.13 | 129.57 |
| ·ctria | 129.6 | 129.3 | 138.9 | 118.25 | 117.25 | 115.35 |

·ures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

## Table C-3—Estimates of Employees by Industry, Provinces and Canada

| | Forestry | Mines, Quarries and Oil Wells | Manufacturing | | Construction | Transportation, Communication and Other Utilities | Trade | Finance, Insurance and Real Estate | Community, Business and Personal Services | | Public Administration and Defence†† |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Non durables | Durables | | | | | Non commercial Sector‡ | Commercial Sector** | |
| | | | | | | (in thousands) | | | | | |
| **Canada** | | | | | | | | | | | |
| November 1970* | — | 128.5 | 864.5 | 775.0 | 373.0 | — | 1,099.9 | 305.3 | 1,196.0 | 728.6 | 451.0 |
| October 1970* | 60.2 | 129.0 | 868.8 | 779.9 | 372.8 | 675.3 | 1,092.6 | 306.2 | 1,206.7 | 726.8 | 452.8 |
| November 1969† | 72.2 | 124.1 | 873.2 | 835.8 | 401.7 | 670.5 | 1,126.5 | 304.1 | 1,144.5 | 699.1 | 422.7 |
| NEWFOUNDLAND | | | | | | | | | | | |
| October 1970* | 2.9 | 6.0 | 10.9 | 2.1 | 9.6 | 15.8 | 18.9 | 2.2 | 22.3 | 9.0 | 8.8 |
| September 1970* | 2.8 | 6.2 | 10.9 | 2.1 | 9.7 | 15.5 | 19.2 | 2.2 | 22.4 | 9.5 | 8.9 |
| October 1969† | 2.5 | 5.8 | 10.7 | 2.1 | 10.7 | 14.0 | 16.0 | 2.3 | 20.5 | 8.5 | 8.3 |
| PRINCE EDWARD ISLAND | | | | | | | | | | | |
| October 1970* | 0.1 | — | 2.6 | 0.4 | 1.8 | 3.2 | 4.6 | 0.6 | 5.2 | 2.1 | 2.6 |
| September 1970* | 0.1 | — | 2.8 | 0.4 | 2.9 | 3.5 | 4.7 | 0.6 | 6.2 | 2.3 | 2.7 |
| October 1969† | 0.1 | — | 2.7 | 0.6 | 2.8 | 3.5 | 6.3 | 0.7 | 6.3 | 3.0 | 2.4 |
| NOVA SCOTIA | | | | | | | | | | | |
| October 1970* | 2.8 | 5.6 | 17.9 | 14.1 | 16.3 | 21.8 | 34.9 | 7.5 | 47.4 | 18.2 | 22.4 |
| September 1970* | 2.5 | 5.6 | 18.5 | 14.3 | 16.4 | 21.3 | 35.1 | 7.5 | 44.8 | 19.0 | 22.3 |
| October 1969† | 2.9 | 5.7 | 19.1 | 14.7 | 17.3 | 21.9 | 34.9 | 7.1 | 44.4 | 16.7 | 21.0 |
| NEW BRUNSWICK | | | | | | | | | | | |
| October 1970* | 6.8 | 2.4 | 18.7 | 10.1 | 11.3 | 23.2 | 29.0 | 4.7 | 33.6 | 12.4 | 12.5 |
| September 1970* | 7.2 | 2.5 | 19.8 | 10.4 | 11.6 | 24.3 | 28.7 | 4.7 | 33.2 | 13.3 | 12.8 |
| October 1969† | 7.6 | 2.4 | 18.8 | 10.1 | 13.6 | 21.2 | 27.6 | 4.7 | 32.4 | 11.2 | 12.1 |
| QUÉBEC | | | | | | | | | | | |
| October 1970* | 21.7 | 25.4 | 331.9 | 198.0 | 96.9 | 185.5 | 269.9 | 85.7 | 337.3 | 184.6 | 105.4 |
| September 1970* | 24.9 | 26.0 | 334.7 | 201.1 | 96.5 | 187.5 | 274.2 | 85.9 | 332.9 | 184.6 | 109.9 |
| October 1969† | 25.3 | 26.4 | 336.9 | 205.4 | 94.9 | 185.1 | 272.4 | 85.0 | 309.3 | 179.5 | 93.4 |
| ONTARIO | | | | | | | | | | | |
| October 1970* | 10.4 | 36.2 | 374.2 | 436.1 | 164.2 | 221.2 | 447.9 | 131.3 | 451.1 | 297.7 | 179.7 |
| September 1970* | 11.2 | 36.4 | 386.9 | 439.3 | 163.8 | 227.0 | 440.4 | 131.6 | 436.8 | 300.5 | 183.6 |
| October 1969† | 11.8 | 23.2 | 383.9 | 461.6 | 166.9 | 219.3 | 442.1 | 131.2 | 406.4 | 291.7 | 173.2 |
| MANITOBA | | | | | | | | | | | |
| October 1970* | 0.8 | 7.8 | 28.5 | 21.0 | 19.2 | 46.3 | 57.6 | 13.2 | 55.4 | 34.2 | 20.7 |
| September 1970* | 0.8 | 8.0 | 28.7 | 21.2 | 18.3 | 47.5 | 59.1 | 13.2 | 54.6 | 35.4 | 21.3 |
| October 1969† | 1.2 | 8.0 | 28.9 | 23.0 | 18.1 | 46.6 | 58.4 | 13.6 | 52.3 | 33.9 | 20.1 |
| SASKATCHEWAN | | | | | | | | | | | |
| October 1970* | 0.7 | 5.5 | 10.2 | 5.0 | 12.3 | 25.4 | 37.4 | 8.2 | 48.5 | 18.8 | 19.1 |
| September 1970* | 0.7 | 5.5 | 10.4 | 5.4 | 13.1 | 27.0 | 37.1 | 7.8 | 46.7 | 19.4 | 19.8 |
| October 1969† | 0.4 | 5.8 | 9.9 | 5.3 | 14.2 | 26.4 | 39.6 | 8.2 | 47.6 | 21.3 | 20.8 |
| ALBERTA | | | | | | | | | | | |
| October 1970* | 1.6 | 24.4 | 28.4 | 25.4 | 40.8 | 53.7 | 85.4 | 20.4 | 102.5 | 61.4 | 36.2 |
| September 1970* | 1.8 | 24.8 | 28.3 | 25.9 | 42.4 | 54.9 | 85.6 | 19.8 | 96.7 | 61.3 | 37.2 |
| October 1969† | 1.7 | 22.0 | 27.8 | 27.1 | 43.3 | 53.2 | 88.0 | 20.0 | 92.5 | 60.9 | 32.9 |
| BRITISH COLUMBIA | | | | | | | | | | | |
| October 1970* | 20.8 | 11.9 | 55.7 | 76.0 | 38.4 | 85.5 | 117.3 | 32.2 | 109.7 | 89.9 | 42.0 |
| September 1970* | 22.1 | 12.3 | 56.6 | 74.4 | 38.4 | 85.1 | 116.6 | 32.2 | 104.8 | 88.6 | 41.7 |
| October 1969† | 23.9 | 11.3 | 54.0 | 79.5 | 45.8 | 79.1 | 118.3 | 29.9 | 103.5 | 86.2 | 40.4 |

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organi and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to busine nagement; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.
Basis: 1960 Standard Industrial Classification.
Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

## C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

| | Employment Index Numbers* | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | November 1970 | October 1970 | November 1969 | November 1970 | October 1970 | November 1969 |
| | (1961 = 100) | | | $ | $ | $ |
| TRY, INCLUDING MILLING | 114.9 | 115.7 | 111.4 | 171.70 | 170.71 | 153.91 |
| Fuels | 106.6 | 106.4 | 103.1 | 173.03 | 171.54 | 154.42 |
| Mineral fuels | 109.8 | 109.6 | 100.0 | 181.82 | 180.96 | 163.31 |
| Metal metals except fuels | 133.4 | 138.0 | 130.9 | 152.05 | 155.15 | 137.98 |
| Quarries and sand pits | 103.4 | 107.9 | 116.4 | 143.50 | 147.97 | 135.85 |
| Services incidental to mining | 158.0 | 167.8 | 165.7 | 178.73 | 174.84 | 160.80 |
| FACTURING | 120.7 | 122.5 | 126.4 | 136.30 | 135.69 | 127.18 |
| Durable goods | 128.4 | 130.5 | 139.5 | 147.20 | 146.70 | 137.13 |
| Non-durable goods | 114.4 | 116.1 | 115.9 | 126.41 | 125.68 | 117.49 |
| Food and beverages | 109.4 | 112.6 | 107.5 | 120.11 | 118.94 | 112.59 |
| Foods | 108.8 | 112.7 | 106.8 | 115.50 | 114.44 | 108.80 |
| Beverages | 113.0 | 111.6 | 111.8 | 148.16 | 147.67 | 135.42 |
| Tobacco processing and products | 104.6 | 88.6 | 107.8 | 143.18 | 149.79 | 124.03 |
| Rubber products | 110.5 | 112.1 | 120.2 | 140.88 | 140.37 | 136.04 |
| Leather products | 91.3 | 91.7 | 94.5 | 90.29 | 88.86 | 82.73 |
| Textile products | 111.4 | 110.9 | 119.2 | 112.36 | 111.20 | 105.43 |
| Knitting mills | 112.2 | 113.8 | 117.9 | 87.46 | 87.20 | 80.03 |
| Clothing | 107.9 | 110.2 | 109.0 | 83.13 | 83.35 | 76.09 |
| Wood products | 109.3 | 111.3 | 111.1 | 126.24 | 123.21 | 116.61 |
| Furniture and fixtures | 127.4 | 130.1 | 138.8 | 112.10 | 111.39 | 105.47 |
| Paper and allied industries | 121.1 | 123.2 | 121.0 | 158.25 | 157.29 | 146.84 |
| Printing, publishing and allied industries | 117.8 | 117.9 | 117.3 | 139.32 | 139.85 | 130.73 |
| Primary metal industries | 129.3 | 130.6 | 127.8 | 163.04 | 164.63 | 149.94 |
| Metal fabricating industries | 133.1 | 134.8 | 138.2 | 144.63 | 145.64 | 134.17 |
| Machinery, except electrical | 147.1 | 146.2 | 155.0 | 158.75 | 156.37 | 144.68 |
| Transportation equipment | 125.5 | 128.1 | 159.3 | 158.01 | 157.89 | 151.93 |
| Electrical products | 137.0 | 141.7 | 152.2 | 139.82 | 138.61 | 128.65 |
| Non-metallic mineral products | 116.2 | 117.8 | 122.8 | 147.78 | 147.34 | 135.64 |
| Petroleum and coal products | 104.1 | 104.8 | 103.0 | 196.18 | 196.03 | 186.80 |
| Chemicals and chemical products | 119.2 | 119.4 | 120.1 | 153.59 | 154.10 | 143.31 |
| Miscellaneous manufacturing industries | 151.3 | 156.8 | 159.3 | 117.93 | 115.80 | 107.39 |
| STRUCTION | 118.9 | 126.8 | 126.0 | 177.54 | 178.93 | 160.00 |
| Building | 129.9 | 136.0 | 140.0 | 176.84 | 176.24 | 160.54 |
| Engineering | 100.0 | 111.0 | 101.9 | 179.10 | 184.60 | 158.75 |
| NSPORTATION, COMMUNICATION AND HER UTILITIES | 113.7 | 114.8 | 112.5 | 145.39 | 146.02 | 137.00 |
| Transportation | 107.6 | 108.7 | 108.1 | 142.89 | 144.49 | 133.40 |
| Storage | 113.0 | 113.4 | 109.5 | 133.78 | 134.68 | 121.87 |
| Communication | 128.3 | 128.8 | 121.5 | 138.39 | 137.97 | 130.63 |
| Other | 144.7 | 141.6 | 145.2 | 100.81 | 101.08 | 94.79 |
| Wholesale trade | 133.6 | 134.4 | 133.4 | 129.80 | 129.01 | 120.66 |
| Retail trade | 150.8 | 145.6 | 151.7 | 86.71 | 86.94 | 82.32 |
| NCE, INSURANCE AND REAL ESTATE | 143.9 | 143.6 | 141.8 | 122.60 | 122.99 | 115.07 |
| Financial institutions | 147.4 | 147.1 | 147.0 | 120.57 | 121.34 | 113.15 |
| Insurance and real estate | 139.2 | 138.8 | 134.9 | 125.51 | 125.34 | 117.88 |
| VICE | 179.1 | 182.0 | 175.3 | 92.08 | 91.78 | 86.34 |
| Recreational services | 154.5 | 162.4 | 149.8 | 80.43 | 82.16 | 81.03 |
| Business services | 199.0 | 196.8 | 195.4 | 143.47 | 144.49 | 133.88 |
| Personal services | 161.9 | 166.5 | 160.4 | 68.26 | 68.20 | 64.04 |
| Miscellaneous services | 228.5 | 228.4 | 217.5 | 94.46 | 93.53 | 86.55 |
| USTRIAL COMPOSITE | 127.6 | 129.0 | 130.1 | 129.91 | 130.22 | 121.42 |

* Figures subject to revision.
Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

## Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

| Industry | Average Weekly Hours | | | Average Hourly Earnings | | | Average Weekly | |
|---|---|---|---|---|---|---|---|---|
| | Nov. 1970 | Oct. 1970 | Nov. 1969 | Nov. 1970 | Oct. 1970 | Nov. 1969 | Nov. 1970 | Oct. 1970 |
| | | | | $ | $ | $ | $ | $ |
| MINING, INCLUDING MILLING | 41.7 | 41.6 | 41.2 | 3.83 | 3.80 | 3.45 | 159.70 | 158.16 |
| Metals | 41.0 | 40.6 | 41.0 | 3.97 | 3.97 | 3.57 | 162.55 | 161.15 |
| Mineral fuels | 43.6 | 43.4 | 40.4 | 3.60 | 3.57 | 3.07 | 156.90 | 155.11 |
| Non-metals, except fuels | 41.6 | 41.8 | 40.0 | 3.50 | 3.43 | 3.21 | 145.40 | 143.63 |
| Quarries and sand pits | 46.1 | 47.9 | 46.5 | 3.06 | 3.06 | 2.85 | 141.30 | 146.69 |
| Services incidental to mining | 42.2 | 42.3 | 42.2 | 4.06 | 3.98 | 3.71 | 171.41 | 168.30 |
| MANUFACTURING | 39.9 | 40.1 | 40.4 | 3.09 | 3.06 | 2.88 | 123.21 | 122.67 |
| Durable goods | 40.4 | 40.7 | 41.0 | 3.33 | 3.30 | 3.10 | 134.69 | 134.39 |
| Non-durable goods | 39.3 | 39.5 | 39.7 | 2.86 | 2.83 | 2.64 | 112.45 | 111.70 |
| Food and beverages | 38.7 | 38.8 | 39.6 | 2.78 | 2.75 | 2.56 | 107.72 | 106.81 |
| Foods | 38.5 | 38.6 | 39.5 | 2.68 | 2.65 | 2.47 | 103.19 | 102.44 |
| Beverages | 40.2 | 40.4 | 40.2 | 3.49 | 3.48 | 3.19 | 140.26 | 140.42 |
| Tobacco processing and products | 38.5 | 36.9 | 37.4 | 3.37 | 3.72 | 2.95 | 130.04 | 137.06 |
| Rubber products | 41.0 | 41.5 | 42.2 | 3.21 | 3.18 | 3.04 | 131.40 | 131.71 |
| Leather products | 39.2 | 38.9 | 38.5 | 2.09 | 2.07 | 1.94 | 81.94 | 80.49 |
| Textile products | 41.1 | 41.1 | 41.1 | 2.38 | 2.35 | 2.27 | 97.83 | 96.66 |
| Miscellaneous textiles | 39.1 | 40.2 | 39.6 | 2.30 | 2.25 | 2.40 | 89.98 | 90.37 |
| Knitting mills | 41.8 | 41.7 | 40.8 | 1.87 | 1.85 | 1.74 | 78.09 | 77.23 |
| Clothing | 36.4 | 36.6 | 36.6 | 2.04 | 2.05 | 1.88 | 74.14 | 74.91 |
| Wood products | 39.4 | 39.1 | 39.7 | 3.03 | 2.97 | 2.79 | 119.62 | 115.94 |
| Furniture and fixtures | 42.0 | 41.7 | 42.5 | 2.43 | 2.44 | 2.31 | 102.10 | 101.72 |
| Paper and allied industries | 40.7 | 41.1 | 41.0 | 3.65 | 3.60 | 3.38 | 148.76 | 147.76 |
| Pulp and paper mills | 40.9 | 41.1 | 41.2 | 3.96 | 3.90 | 3.69 | 162.19 | 160.51 |
| Printing, publishing and allied industries | 37.1 | 37.1 | 38.0 | 3.66 | 3.67 | 3.38 | 135.78 | 136.12 |
| Primary metal industries | 40.2 | 40.8 | 40.3 | 3.78 | 3.79 | 3.48 | 151.90 | 154.67 |
| Iron and steel mills | 39.8 | 40.5 | 39.7 | 3.99 | 4.01 | 3.69 | 158.70 | 162.44 |
| Metal fabricating industries | 40.7 | 41.2 | 41.2 | 3.36 | 3.34 | 3.09 | 136.52 | 137.59 |
| Machinery, except electrical | 41.0 | 40.6 | 41.2 | 3.53 | 3.48 | 3.24 | 144.84 | 141.18 |
| Transportation equipment | 40.2 | 41.1 | 41.4 | 3.56 | 3.49 | 3.42 | 143.38 | 143.55 |
| Aircraft and parts | 41.2 | 40.9 | 42.8 | 3.65 | 3.54 | 3.42 | 150.24 | 144.88 |
| Motor vehicles | 40.4 | 41.3 | 41.0 | 3.66 | 3.64 | 3.56 | 147.94 | 149.97 |
| Assembling | 41.5 | 42.2 | 42.5 | 4.04 | 4.05 | 3.92 | 167.74 | 171.16 |
| Parts and accessories | 39.8 | 40.9 | 39.7 | 3.48 | 3.47 | 3.32 | 138.37 | 142.04 |
| Shipbuilding and repairing | 38.2 | 39.6 | 40.2 | 3.56 | 3.54 | 3.33 | 135.95 | 140.46 |
| Electrical products | 39.9 | 39.8 | 40.6 | 2.96 | 2.96 | 2.75 | 118.32 | 117.73 |
| Communications equipment | 39.4 | 39.5 | 40.7 | 2.86 | 2.86 | 2.70 | 112.63 | 112.86 |
| Non-metallic mineral products | 42.3 | 43.0 | 42.4 | 3.31 | 3.26 | 3.05 | 140.11 | 139.98 |
| Petroleum and coal products | 42.0 | 42.1 | 42.9 | 4.30 | 4.28 | 3.94 | 180.76 | 180.42 |
| Chemical and chemical products | 40.6 | 41.0 | 41.0 | 3.32 | 3.31 | 3.06 | 134.68 | 135.73 |
| Miscellaneous manufacturing industries | 40.4 | 40.4 | 40.5 | 2.49 | 2.44 | 2.30 | 100.54 | 98.52 |
| CONSTRUCTION | 39.5 | 41.0 | 40.4 | 4.47 | 4.35 | 3.93 | 176.75 | 178.38 |
| Building | 38.2 | 39.0 | 39.1 | 4.63 | 4.50 | 4.09 | 176.80 | 175.46 |
| General contractors | 38.6 | 39.2 | 39.3 | 4.45 | 4.31 | 4.02 | 171.95 | 168.90 |
| Special trade contractors | 37.9 | 38.9 | 38.9 | 4.76 | 4.63 | 4.14 | 180.25 | 180.37 |
| Engineering | 42.6 | 45.3 | 43.6 | 4.15 | 4.07 | 3.57 | 176.63 | 184.53 |
| Highways, bridges and streets | 42.5 | 45.6 | 43.1 | 3.45 | 3.39 | 3.12 | 146.71 | 154.79 |
| Other engineering | 42.7 | 44.9 | 44.0 | 4.80 | 4.80 | 3.99 | 204.91 | 215.52 |
| OTHER INDUSTRIES | | | | | | | | |
| Urban transit | 41.2 | 42.3 | 41.5 | 3.76 | 3.77 | 3.54 | 154.89 | 159.20 |
| Highway and bridge maintenance | 37.2 | 38.1 | 37.3 | 2.76 | 2.72 | 2.54 | 102.59 | 103.64 |
| Laundries, cleaners and pressers | 36.5 | 36.3 | 37.8 | 1.77 | 1.79 | 1.66 | 64.45 | 65.13 |
| Hotels, restaurants and taverns | 31.2 | 31.6 | 31.8 | 1.83 | 1.81 | 1.67 | 57.19 | 57.35 |

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

## C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

| Month | Average Weekly Hours | Average Hourly Earnings | Average Weekly Wages | Index Numbers of Average Weekly Wages (1961 = 100) | |
|---|---|---|---|---|---|
| | | | | Current Dollars | 1961 Dollars |
| | | $ | $ | | |
| | 41.0 | 2.12 | 86.94 | 116.8 | 108.8 |
| | 40.8 | 2.25 | 91.65 | 123.1 | 110.5 |
| | 40.3 | 2.40 | 96.84 | 130.1 | 112.8 |
| | 40.3 | 2.58 | 104.00 | 139.7 | 116.2 |
| | 40.0 | 2.79 | 111.72 | 150.1 | 119.6 |
| Period in | | | | | |
| November | 40.4 | 2.88 | 116.18 | 156.1 | 122.0 |
| December | 37.2 | 2.92 | 108.68 | 146.0 | 113.9 |
| January | 39.8 | 2.92 | 116.30 | 156.2 | 121.4 |
| February | 40.0 | 2.93 | 117.36 | 157.6 | 122.3 |
| March | 39.5 | 2.96 | 117.14 | 157.3 | 121.3 |
| April | 39.8 | 2.99 | 118.84 | 159.6 | 123.2 |
| May | 40.0 | 2.99 | 119.69 | 160.8 | 123.8 |
| June | 40.1 | 3.01 | 120.65 | 162.1 | 124.2 |
| July | 39.3 | 3.00 | 118.06 | 158.6 | 121.5 |
| August | 39.9 | 3.02 | 120.57 | 161.9 | 124.4 |
| September | 40.1 | 3.02 | 121.16 | 162.7 | 124.9 |
| October* | 40.1 | 3.06 | 122.67 | 164.8 | 126.4 |
| November† | 39.9 | 3.09 | 123.21 | 165.5 | 127.5 |

† Preliminary.
index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

## C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

| | Average Weekly Hours | | | Average Hourly Earnings* | | |
|---|---|---|---|---|---|---|
| | Nov. 1970 | Oct. 1970 | Nov. 1969 | Nov. 1970 | Oct. 1970 | Nov. 1969 |
| | | | | $ | $ | $ |
| land | 39.2 | 38.9 | 42.4 | 2.75 | 2.62 | 2.38 |
| tia | 39.5 | 38.9 | 40.0 | 2.50 | 2.51 | 2.27 |
| swick | 39.9 | 40.0 | 40.3 | 2.61 | 2.55 | 2.41 | |
| | 40.7 | 40.9 | 41.2 | 2.75 | 2.72 | 2.56 |
| | 40.0 | 40.2 | 40.3 | 3.25 | 3.23 | 3.03 |
| | 38.8 | 39.2 | 39.6 | 2.81 | 2.78 | 2.57 |
| hwan | 39.1 | 40.0 | 39.7 | 3.26 | 3.22 | 3.04 |
| | 39.2 | 39.0 | 39.7 | 3.28 | 3.24 | 3.04 |
| Columbia | 37.1 | 37.0 | 37.8 | 3.86 | 3.80 | 3.60 |

shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under plan, incentive bonus but not annual bonus.
rmation on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
an-Hours and Hourly Earnings (DBS Cat. No. 72-003).

# E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unempl Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The St Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the n the data see Technical Note, page 149, February 1971 issue.

## Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

| End of | Total | Employed | Claimants |
|---|---|---|---|
| 1970—November | 5,626,000 | 5,145,500 | 480,500 |
| October | 5,584,000 | 5,185,300 | 398,700 |
| September | 5,609,000 | 5,217,900 | 391,100 |
| August | 5,667,000 | 5,258,300 | 408,700 |
| July | 5,617,000 | 5,177,600 | 439,400 |
| June | 5,672,000 | 5,230,100 | 441,900 |
| May | 5,607,000 | 5,101,600 | 505,400 |
| April | 5,719,000 | 5,028,300 | 690,700 |
| March | 5,718,000 | 5,012,900 | 705,100 |
| February | 5,707,000 | 5,012,600 | 694,400 |
| January | 5,676,000 | 5,016,500 | 659,500 |
| 1969—December | 5,638,000 | 5,101,300 | 536,700 |
| November | 5,596,000 | 5,246,800 | 349,200 |

## Table E-4—Benefit Payments, by Province, December 1970

| Province | Weeks Paid | Am |
|---|---|---|
| Newfoundland | 65,680 | 2, |
| Prince Edward Island | 11,664 | |
| Nova Scotia | 63,826 | 2, |
| New Brunswick | 68,451 | 2, |
| Québec | 506,091 | 17, |
| Ontario | 504,894 | 18, |
| Manitoba | 76,036 | 2, |
| Saskatchewan | 54,596 | 1, |
| Alberta | 105,319 | 3, |
| British Columbia | 228,766 | 8, |
| Total, Canada, December 1970 | 1,685,323 | 60 |
| Total, Canada, November 1970 | 1,073,790 | 37 |
| Total, Canada, December 1969 | 976,391 | 33, |

## Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

| Province | December 1970 | | | December 1969 | | |
|---|---|---|---|---|---|---|
| | Total* | Initial | Renewal | Total | Initial | |
| **Canada** | 356,225 | 271,629 | 84,596 | 300,893 | 231,399 | |
| Newfoundland | 17,705 | 15,579 | 2,126 | 17,750 | 15,459 | |
| Prince Edward Island | 4,202 | 3,704 | 498 | 3,739 | 3,397 | |
| Nova Scotia | 18,157 | 14,753 | 3,404 | 13,762 | 11,404 | |
| New Brunswick | 17,697 | 15,017 | 2,680 | 16,282 | 14,132 | |
| Québec | 102,141 | 78,419 | 23,722 | 89,379 | 67,658 | |
| Ontario | 105,604 | 78,763 | 26,841 | 90,472 | 65,642 | |
| Manitoba | 12,694 | 10,028 | 2,666 | 10,637 | 8,526 | |
| Saskatchewan | 11,082 | 8,694 | 2,388 | 10,815 | 8,475 | |
| Alberta | 18,837 | 13,638 | 5,199 | 11,688 | 8,988 | |
| British Columbia | 48,106 | 33,034 | 15,072 | 36,369 | 27,718 | |

*In addition, revised claims received numbered 64,313.

## 2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim Province and Sex, at December 31, 1970

| nd sex | Total Claimants | Number of weeks on claim (based on 10 per cent sample) 1-4 | 5-13 | 14-26 | 27 or more* | Total claimants Dec. 31, 1969 |
|---|---|---|---|---|---|---|
| ..... | 671,763 | 350,735 | 170,326 | 91,500 | 59,202 | 536,697 |
| ..... | 466,691 | 271,374 | 115,602 | 48,946 | 30,769 | 374,411 |
| e..... | 205,072 | 79,361 | 54,724 | 42,554 | 28,433 | 162,286 |
| NDLAND..... | 29,373 | 18,266 | 7,460 | 2,397 | 1,250 | 29,377 |
| ..... | 25,787 | 16,765 | 6,504 | 1,599 | 919 | 26,317 |
| e..... | 3,586 | 1,501 | 956 | 798 | 331 | 3,060 |
| DWARD ISLAND | 5,587 | 4,406 | 774 | 271 | 136 | 4,933 |
| ..... | 4,348 | 3,593 | 535 | 148 | 72 | 3,920 |
| e..... | 1,239 | 813 | 239 | 123 | 64 | 1,013 |
| OTIA..... | 28,158 | 16,117 | 6,331 | 3,230 | 2,480 | 24,677 |
| ..... | 21,657 | 13,583 | 4,520 | 1,948 | 1,606 | 20,155 |
| e..... | 6,501 | 2,534 | 1,811 | 1,282 | 874 | 4,522 |
| UNSWICK..... | 28,942 | 16,585 | 7,481 | 2,948 | 1,928 | 25,443 |
| ..... | 21,099 | 13,225 | 4,873 | 1,799 | 1,202 | 18,515 |
| e..... | 7,843 | 3,360 | 2,608 | 1,149 | 726 | 6,928 |
| ..... | 192,770 | 93,606 | 50,997 | 29,589 | 18,578 | 169,282 |
| ..... | 133,102 | 70,658 | 35,461 | 16,843 | 10,140 | 119,687 |
| e..... | 59,668 | 22,948 | 15,536 | 12,746 | 8,438 | 49,595 |
| ..... | 206,359 | 102,673 | 51,070 | 30,545 | 22,071 | 159,284 |
| ..... | 127,332 | 72,135 | 30,740 | 14,387 | 10,070 | 98,519 |
| e..... | 79,027 | 30,538 | 20,330 | 16,158 | 12,001 | 60,765 |
| BA..... | 26,917 | 14,166 | 7,389 | 3,379 | 1,983 | 19,767 |
| ..... | 19,636 | 11,572 | 5,328 | 1,792 | 944 | 14,396 |
| e..... | 7,281 | 2,594 | 2,061 | 1,587 | 1,039 | 5,371 |
| THEWAN..... | 21,082 | 12,336 | 5,371 | 2,091 | 1,284 | 17,926 |
| ..... | 16,346 | 10,557 | 4,128 | 1,026 | 635 | 14,082 |
| e..... | 4,736 | 1,779 | 1,243 | 1,065 | 649 | 3,844 |
| ..... | 41,037 | 22,485 | 11,181 | 5,041 | 2,330 | 21,144 |
| ..... | 30,366 | 18,646 | 8,056 | 2,553 | 1,111 | 15,225 |
| e..... | 10,671 | 3,839 | 3,125 | 2,488 | 1,219 | 5,919 |
| COLUMBIA..... | 91,538 | 50,095 | 22,272 | 12,009 | 7,162 | 64,864 |
| ..... | 67,018 | 40,640 | 15,457 | 6,851 | 4,070 | 43,595 |
| e..... | 24,520 | 9,455 | 6,815 | 5,158 | 3,092 | 21,269 |

of the cases in this group were on claim from 27-39 weeks.
s less than 50 subject to relatively large sampling variability.

# F—Prices

## Table F-1—Total and Main Components of the Consumer Price Index

| | Total | Food | Housing | Clothing | Trans-portation | Health and Personal Care | Recrea-tion and Reading |
|---|---|---|---|---|---|---|---|
| | | | | (1961 = 100) | | | |
| 1966—Year | 111.4 | 116.6 | 108.7 | 112.0 | 107.3 | 116.5 | 108.6 |
| 1967—Year | 115.4 | 118.1 | 113.4 | 117.6 | 111.8 | 122.5 | 114.1 |
| 1968—Year | 120.1 | 122.0 | 118.6 | 121.1 | 114.6 | 127.4 | 119.7 |
| 1969—Year | 125.5 | 127.1 | 124.7 | 124.5 | 120.0 | 133.6 | 126.8 |
| 1970—Year | 129.7 | 130.0 | 130.9 | 126.8 | 124.8 | 139.5 | 131.2 |
| 1970—January | 128.2 | 130.1 | 128.1 | 125.5 | 122.7 | 136.8 | 128.0 |
| February | 128.7 | 131.3 | 128.3 | 125.1 | 123.5 | 137.7 | 129.0 |
| March | 128.9 | 130.5 | 129.2 | 126.0 | 124.0 | 137.7 | 129.5 |
| April | 129.7 | 131.5 | 129.8 | 126.8 | 124.6 | 139.3 | 129.6 |
| May | 129.6 | 130.3 | 130.4 | 126.8 | 124.8 | 139.8 | 130.1 |
| June | 129.9 | 130.9 | 130.7 | 126.9 | 125.1 | 139.8 | 130.3 |
| July | 130.5 | 131.6 | 131.5 | 126.9 | 125.2 | 139.8 | 132.4 |
| August | 130.5 | 131.9 | 131.5 | 126.2 | 125.3 | 140.2 | 132.5 |
| September | 130.2 | 130.0 | 131.8 | 127.0 | 125.3 | 140.1 | 133.0 |
| October | 130.3 | 128.5 | 132.8 | 128.2 | 125.2 | 141.2 | 133.1 |
| November | 130.3 | 127.5 | 133.3 | 128.4 | 125.8 | 140.8 | 133.7 |
| December | 129.8 | 125.6 | 133.4 | 127.9 | 126.1 | 140.7 | 133.6 |
| 1971—January | 130.3 | 126.5 | 134.1 | 127.0 | 126.4 | 140.7 | 134.2 |
| | | | | (1949 = 100) | | | |
| January | 168.3* | | | | | | |

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

## Table F-2—Consumer Price Indexes for Regional Cities of Canada—January, 1971

| | All-Items | | | Food | Housing | Clothing | Trans-porta-tion | Health and Personal Care | Re-crea-tion and Reading |
|---|---|---|---|---|---|---|---|---|---|
| | Jan. 71 | Dec. 70 | Jan. 70 | | | | | | |
| | | | | | (1961 = 100) | | | | |
| St. John's, Nfld. | 120.5 | 120.1 | 120.9 | 115.5 | 116.2 | 130.4 | 117.4 | 135.2 | 116.3 |
| Halifax | 123.6 | 124.0 | 123.2 | 125.1 | 119.5 | 119.7 | 119.7 | 143.5 | 131.2 |
| Saint John | 122.6 | 122.6 | 122.4 | 124.0 | 115.7 | 129.3 | 121.3 | 135.4 | 131.0 |
| Montreal | 124.4 | 123.8 | 123.5 | 124.0 | 117.9 | 124.8 | 126.4 | 132.6 | 141.3 |
| Ottawa | 127.5 | 127.2 | 125.7 | 127.1 | 122.3 | 128.9 | 127.1 | 142.8 | 136.5 |
| Toronto | 126.7 | 126.1 | 126.8 | 123.9 | 122.0 | 129.5 | 132.9 | 140.8 | 129.0 |
| Winnipeg | 126.8 | 126.3 | 126.2 | 126.1 | 117.0 | 135.2 | 130.7 | 147.4 | 136.3 |
| Saskatoon-Regina | 121.6 | 121.6 | 121.7 | 125.7 | 114.2 | 128.2 | 118.8 | 128.2 | 130.4 |
| Edmonton-Calgary | 126.4 | 126.2 | 123.5 | 130.3 | 119.3 | 127.8 | 122.9 | 145.4 | 135.6 |
| Vancouver | 124.5 | 124.1 | 121.0 | 129.5 | 118.9 | 128.1 | 124.5 | 136.8 | 125.3 |

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of p
between cities.

# Strikes and Lockouts

c information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of n the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in th cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. ndirectly affected, such as those laid off as a result of a work stoppage, are not included.

## -1—Strikes and Lockouts, 1966-1971

| Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts | Workers Involved | Duration in Man-Days: Man-Days | Per cent of Estimated Working Time |
|---|---|---|---|---|---|
| ... | 582 | 617 | 411,459 | 5,178,170 | 0.34 |
| ... | 498 | 522 | 252,018 | 3,974,760 | 0.25 |
| ... | 559 | 582 | 223,562 | 5,082,730 | 0.32 |
| ... | 566 | 595 | 306,799 | 8,057,060 | 0.48 |
| ... | 501 | 540 | 261,187 | 6,539,560 | 0.39 |
| ebruary | 42 | 80 | 15,591 | 121,620 | 0.09 |
| arch | 46 | 89 | 18,334 | 169,890 | 0.12 |
| pril | 65 | 114 | 36,282 | 431,180 | 0.30 |
| ay | 59 | 116 | 75,014 | 957,930 | 0.71 |
| ne | 42 | 116 | 62,134 | 788,910 | 0.52 |
| ly | 62 | 132 | 80,851 | 842,950 | 0.55 |
| ugust | 46 | 118 | 70,738 | 620,060 | 0.42 |
| ptember | 39 | 88 | 45,539 | 619,430 | 0.44 |
| ctober | 34 | 84 | 60,862 | 758,820 | 0.53 |
| ovember | 33 | 75 | 38,948 | 705,620 | 0.49 |
| ecember | 8 | 48 | 34,359 | 427,150 | 0.29 |
| nuary | 17 | 45 | 24,716 | 205,570 | 0.15 |
| ebruary | 29 | 61 | 25,616 | 176,980 | 0.13 |

d*Preliminary.

## -2—Strikes and Lockouts, by Industry, ry 1971, (Preliminary)

| | In Effect During Month: Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|---|
| ry | 1 | 2 | 320 | 5,970 |
| ... | — | 1 | 550 | 11,000 |
| during | 17 | 30 | 5,666 | 43,170 |
| ion | 1 | 4 | 757 | 1,000 |
| ation and utilities | 3 | 7 | 7,200 | 43,130 |
| ... | 2 | 8 | 185 | 3,160 |
| c | — | — | — | — |
| ... | 3 | 7 | 9,853 | 67,460 |
| ministration | 2 | 2 | 1,085 | 2,090 |
| NDUSTRIES | 29 | 61 | 25,616 | 176,980 |

## Table G-3—Strikes and Lockouts, by Jurisdiction, February 1971, (Preliminary)

| Jurisdiction | In Effect During Month: Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|---|
| Newfoundland | 1 | 1 | 515 | 4,630 |
| Prince Edward Island | — | — | — | — |
| Nova Scotia | 3 | 4 | 412 | 1,380 |
| New Brunswick | 2 | 2 | 114 | 1,150 |
| Québec | 8 | 12 | 11,216 | 65,220 |
| Ontario | 8 | 20 | 3,336 | 47,480 |
| Manitoba | — | — | — | — |
| Saskatchewan | — | — | — | — |
| Alberta | 2 | 2 | 256 | 4,380 |
| British Columbia | 3 | 16 | 6,383 | 37,730 |
| Federal | 2 | 4 | 3,384 | 15,010 |
| ALL JURISDICTIONS | 29 | 61 | 25,616 | 176,980 |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1971 (Preliminary)

| Industry<br>Employer<br>Location | Union | Workers Involved | Duration in Man-Days<br>Feb. | <br>Accumulated | Starting Date<br>Termination Date | Major Issues<br>Result |
|---|---|---|---|---|---|---|
| **Forestry** | | | | | | |
| J. E. Therrien<br>Amos, Qué. | Carpenters<br>Loc. 2725<br>(AFL-CIO/CLC) | 103 | 2,060 | 3,910 | Jan. 6<br>— | Wages— |
| Northwestern Pulp and Power Ltd.,<br>Hinton, Alta. | Woodworkers<br>Loc. 1-207<br>(AFL-CIO/CLC) | 217 | 3,910 | 3,910 | Feb. 3<br>— | Wages— |
| **Mines** | | | | | | |
| METAL | | | | | | |
| *Hudson Bay Mining and Smelting Company,<br>Flin Flon, Man. | Various trades' unions | 550 | 11,000 | 12,650 | Jan. 27<br>— | Vacations, holidays, welfa<br>— |
| **Manufacturing** | | | | | | |
| FOOD AND BEVERAGES | | | | | | |
| H. B. Nickerson & Sons Ltd.,<br>North Sydney, N.S. | Seafood Workers<br>Loc. 112 (CLC) | 123 | 550 | 550 | Feb. 16<br>Feb. 22 | Alleged working condition<br>Return of workers. |
| LEATHER | | | | | | |
| Chartered Traders Ltd.,<br>Quebec, Qué. | Clothing Workers' Federation<br>(CNTU) | 126 | 630 | 630 | Feb. 22<br>— | Wages, retroactive pay, benefits— |
| KNITTING MILLS | | | | | | |
| Regent Knitting Mills Ltd.,<br>St-Jérôme, Qué. | Textile Workers' Union, Loc. 1475<br>(AFL-CIO/CLC) | 430 | 1,080 | 1,080 | Feb. 1<br>Feb. 4 | Alleged slowness in settlin<br>ances—Return of worker<br>both parties agreed. |
| WOOD | | | | | | |
| Weldwood of Canada Ltd.,<br>Flavelle Cedar Div.,<br>Port Moody, B.C. | Woodworkers<br>Loc. 1-357<br>(AFL-CIO/CLC) | 350 | 350 | 350 | Feb. 1<br>Feb. 2 | Alleged suspension of one<br>—Return of workers. |
| PRIMARY METALS | | | | | | |
| Aluminum Co. of Canada Ltd.,<br>Richmond, B.C. | Steelworkers<br>(AFL-CIO/CLC) | 100 | 2,000 | 8,900 | Oct. 23<br>— | Failure to negotiate a new<br>ment— |
| METAL FABRICATING | | | | | | |
| Hawker Siddeley Canadian Bridge Div.,<br>Windsor, Ont. | Steelworkers<br>Loc. 2471<br>(AFL-CIO/CLC) | 500 | 10,000 | 26,500 | Dec. 14<br>— | Wages, working condition |

## -4—Strikes and Lockouts Involving 100 or More Workers, February 1971, (Preliminary) (Cont.)

| Union | Workers Involved | Duration in Man-Days Feb. | Duration in Man-Days Accumulated | Starting Date / Termination Date | Major Issues / Result |
|---|---|---|---|---|---|
| o. of Canada, , Ont. | U.E. Loc. 512 (Ind.) | 230 | 4,600 | 4,600 | Feb. 1 — | Not reported— |
| n Can of da Ltd., cations, Columbia. | Steelworkers various locals (AFL-CIO/CLC) | 350 | 3,500 | 3,500 | Feb. 15 — | Wages in a master contract— |
| ERY | | | | | | |
| Manufacturing td., , Qué. | Auto Workers Loc. 1376 (CLC) | 105 | 2,000 | 2,000 | Feb. 2 — | Wages, fringe benefits— |
| ORTATION EQUIPMENT | | | | | | |
| Hayes, y Wheel Div., , Ont. | Auto Workers Loc. 195 (CLC) | 750 | 8,250 | 8,250 | Feb. 5<br>Feb. 19 | Wages—66¢ an hr. increase over 3 years; shift premiums increased, other improved benefits. |
| Naval Dockyard, N.S. | Dockyard Trades and Labour Council | 1,700 | 850 | 850 | Feb. 19<br>Feb. 19 | Protesting wage disparity between East and West coast workers—Return of workers. |
| f Canada, bury, Ont. | Auto Workers Loc. 1661 (CLC) | 136 | 140 | 140 | Feb. 26 — | Alleged dismissal of two employees — |
| TALLIC MINERAL TS | | | | | | |
| anada Ltd., im, B.C. | Potters Loc. 303 (AFL-CIO/CLC) | 120 | 600 | 17,340 | July 14<br>Feb. 8 | Wages—Hourly wage increases from 70¢ to $1.15. |
| LANEOUS ACTURING | | | | | | |
| Matthey & ry, ce, Ont. | CLC—directly chartered | 300 | — | 15,900 | Nov. 16<br>Feb. 1 | Plant closure clause—Not reported |
| **ction** | | | | | | |
| s Company of ia Ltd., Point, Ont. | Plumbers Loc. 527 (AFL-CIO/CLC) | 244 | 240 | 3,890 | Jan. 12<br>Feb. 2 | Dispute over subsistence pay—Return of workers. |
| ngineering, ater, N.S. | Various unions | 200 | 200 | 400 | Jan. 29<br>Feb. 2 | Alleged grievance over sanitation facilities—Return of workers following discussions. |
| k (Quebec) Ltd., , Qué. | Building and Woodworkers' Federation (CNTU) | 250 | 500 | 500 | Feb. 1<br>Feb. 3 | Working conditions—Return of workers when working conditions improved. |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1971, (Preliminary) (C

| Industry / Employer / Location | Union | Workers Involved | Duration in Man-Days: Feb. | Duration in Man-Days: Accumulated | Starting Date / Termination Date | Major Issues / Result |
|---|---|---|---|---|---|---|
| **Transportation Utilities** | | | | | | |
| TRANSPORTATION | | | | | | |
| W. J. Mowat Ltd., Toronto, London and Hamilton, Ont. | Specialized Parcel Delivery & Handlers Union | 148 | 2,960 | 11,550 | Nov. 9 | Dismissal of an employee— |
| B.C. Hydro & Power Authority, Greater Vancouver and Victoria, B.C. | Transit Union Div. 101-104 (AFL-CIO/CLC) | 1,800 | 7,200 | 43,200 | Jan. 4<br>Feb. 5 | Failure to negotiate a new tract—Wage increase. |
| *CNR and CPR, Various locations, Canada. | Railway Employees various locals (AFL-CIO/CLC) | 280 | 360 | 810 | Jan. 24<br>Feb. 4 | Delay in contract negotiat Return of workers. |
| Automotive Transport Labour Relations Association, Province-wide, B.C. | Teamsters various locals (Ind.) | 3,500 | 21,000 | 21,000 | Feb. 19 | Failure to agree on new co |
| COMMUNICATION | | | | | | |
| *Canadian Broadcasting Corporation (Rotating), Various locations, Canada. | Public Employees various locals (CLC) | 854 | 2,800 | 2,800 | Feb. 4<br>Feb. 22 | Wages, job security, be premiums, health insuranc tributions—Return of wor |
| POWER, GAS AND WATER | | | | | | |
| Consumers Gas Co. Ltd., Various locations, Ontario. | Chemical Workers Loc. 161 (AFL-CIO/CLC) | 560 | 8,400 | 38,080 | Nov. 16<br>Feb. 22 | Wages, fringe benefits—W crease over a 38 mo. co company assumes larger p of medical-hospitalization ums. |
| **Service** | | | | | | |
| EDUCATION | | | | | | |
| Various school boards (Rotating), Various locations, Qué. | Various teachers' union | 9,000 | 55,420 | 64,560 | Jan. 25 | Reclassification— |
| Government of Newfoundland Various locations, Nfld. | Newfoundland Teachers' Association | 515 | 4,630 | 4,630 | Feb. 12 | Wages— |
| PERSONAL SERVICES | | | | | | |
| Hamilton Hotel Association, Hamilton, Ont. | Hotel Employees Loc. 197 (AFL-CIO/CLC) | 240 | 5,760 | 5,760 | Feb. 1 | Wages, hours— |

## 4—Strikes and Lockouts Involving 100 or More Workers, February 1971 (Preliminary)

| Union | Workers Involved | Duration in Man-Days | | Starting Date | Major Issues |
|---|---|---|---|---|---|
| | | Feb. | Accumulated | Termination Date | Result |
| **dministration** | | | | | |
| IAL<br>TRATION | | | | | |
| ient of Quebec, -wide, Qué. | Engineers' Federation and Service Employees Federation (CNTU) | 1,000 | 2,000 | 2,000 | Feb. 25<br>— | Security of employment— |

isdiction.

## Table H—Employment Fatalities in Canada During the Fourth Quarter of 1970

| | Agri-culture | For-estry | (1) Fishing | (2) Mining | Manu-factur-ing | Con-struc-tion | (3) Trans-porta-tion | Trade | (4) Fi-nance | (5) Serv-ice | (6) Public Ad-minis-tra-tion | Not Spe-cified | To |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| By Industry* and Age Group | | | | | | | | | | | | | |
| 14-19 | 1 | — | 1 | 1 | 1 | 2 | — | — | — | — | — | — | 6 |
| 20-24 | — | 1 | — | 4 | — | 7 | 6 | 2 | — | 1 | 1 | 1 | 23 |
| 25-34 | 1 | 4 | — | 5 | 3 | 9 | 4 | 6 | — | 1 | 3 | 3 | 39 |
| 35-44 | 1 | 1 | 1 | 1 | 6 | 9 | 3 | 3 | — | 1 | 1 | 1 | 28 |
| 45-54 | — | 3 | — | 6 | 3 | 8 | 5 | 2 | — | 4 | 4 | — | 35 |
| 55-64 | — | 1 | — | — | 9 | 3 | 4 | 1 | — | 1 | 3 | — | 22 |
| 65 and over | — | 2 | — | — | — | — | — | — | — | — | 1 | — | 3 |
| Not given | — | — | 2 | 1 | 2 | 12 | 1 | — | — | — | — | — | 18 |
| Total | 3 | 12 | 4 | 18 | 24 | 50 | 23 | 14 | — | 8 | 13 | 5 | 174* |
| By Industry and Occupation† | | | | | | | | | | | | | |
| Farmers (a) | 1 | — | — | — | — | — | — | — | — | — | — | — | 1 |
| Loggers (b) | — | 7 | — | — | — | 12 | — | — | — | — | — | — | 19 |
| Fishermen (c) | — | — | 3 | — | — | — | — | — | — | — | — | — | 3 |
| Miners (d) | — | — | — | 16 | 1 | — | — | — | — | — | — | — | 17 |
| Craftsmen (e) | — | 2 | — | 1 | 11 | 24 | 3 | 1 | — | — | 2 | — | 44 |
| Labourers (f) | 1 | — | — | — | 7 | 9 | 4 | 1 | — | 2 | 3 | 2 | 29 |
| Transport (g) | — | 3 | 1 | — | 3 | 2 | 16 | 6 | — | — | 1 | 2 | 34 |
| Managerial | — | — | — | — | 1 | — | — | 2 | — | 2 | — | — | 5 |
| Professional (h) | — | — | — | — | — | 1 | — | 1 | — | 1 | 2 | 1 | 6 |
| Clerical | — | — | — | — | — | — | — | — | — | — | — | — | — |
| Sales | — | — | — | — | — | — | — | 3 | — | — | — | — | 3 |
| Service (i) | 1 | — | — | — | — | — | — | — | — | 2 | 5 | — | 8 |
| Not given | — | — | — | 1 | 1 | 2 | — | — | — | 1 | — | — | 5 |
| Total | 3 | 12 | 4 | 18 | 24 | 50 | 23 | 14 | — | 8 | 13 | 5 | 174* |
| By Industry and Type of Accident‡ | | | | | | | | | | | | | |
| Struck by objects (j) | — | 8 | — | 7 | 4 | 5 | 4 | 1 | — | — | 3 | 1 | 33 |
| Falls and slips (k) | 1 | — | 3 | — | 7 | 23 | 6 | 1 | — | 2 | 1 | 2 | 46 |
| Collisions, derailments (l) | 1 | 2 | — | 1 | 1 | 11 | 10 | 8 | — | 2 | 6 | 2 | 44 |
| Caught in, on, between (m) | 1 | 1 | 1 | 3 | 3 | 7 | 3 | 1 | — | 1 | 1 | — | 22 |
| Inhalations (n) | — | — | — | 1 | 1 | — | — | 2 | — | — | — | — | 4 |
| Conflagrations (o) | — | — | — | 3 | 4 | 2 | — | — | — | — | 1 | — | 10 |
| Electric current (p) | — | — | — | — | 2 | 1 | — | 1 | — | — | — | — | 4 |
| Over-exertion (q) | — | 1 | — | — | — | — | — | — | — | — | 1 | — | 2 |
| Striking against (r) | — | — | — | — | — | — | — | — | — | — | — | — | — |
| Miscellaneous (s) | — | — | — | 3 | 2 | 1 | — | — | — | 3 | — | — | 9 |
| Total | 3 | 12 | 4 | 18 | 24 | 50 | 23 | 14 | — | 8 | 13 | 5 | 174* |
| Per cent of Total | 1.7 | 6.9 | 2.3 | 10.4 | 13.8 | 28.7 | 13.2 | 8.0 | — | 4.6 | 7.5 | 2.9 | 100.0 |

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskille (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, ab ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on o Violence, bites, stings, etc.

* * Of these totals, 136 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 38 were obta other sources.

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